



# Menciptakan Dampak Positif Berkelanjutan

Creating Sustainable Positive Impact



**2022**

LAPORAN KEBERLANJUTAN  
SUSTAINABILITY REPORT

PT Astra International Tbk



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#### **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 didistribusikan kepada pemilik entitas induk.

#### **GENERAL USE OF TERMS**

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

#### **SANGKALAN**

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

#### **DISCLAIMER**

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

# Menciptakan Dampak Positif Berkelanjutan

Creating Sustainable Positive Impact

Selama 65 tahun perjalanan Astra, keberlanjutan telah lama menjadi jiwa dari bisnis Astra, melalui kontribusi sosial kami.

Menghadapi tantangan perubahan iklim, di tahun 2022 Astra menetapkan Astra 2030 Sustainability Aspirations, yang memuat aspirasi dan target terukur yang ingin dicapai di tahun 2030.

Dengan aspirasi ini, Astra melangkah lebih jauh dalam perjalanan keberlanjutannya dengan memadukan fokus Astra pada masyarakat dengan fokus pada iklim dan planet, guna menciptakan dampak positif berkelanjutan untuk hari ini dan untuk masa depan.

In the 65 years of Astra's journey, sustainability has always been the heart of Astra's business, through our social contribution.

Facing climate change challenges, in 2022 Astra launched Astra 2030 Sustainability Aspirations, which sets out aspirations and measurable targets that Astra wants to achieve by 2030.

With these aspirations, Astra advances its sustainability journey further by combining its focus on communities with the focus on climate and the planet in order to create sustainable positive impacts for today and the future.

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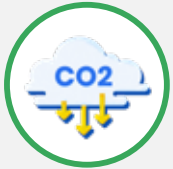
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# Ikhtisar Kinerja Keberlanjutan 2022

[SEOJK B.1] [SEOJK B.2] [SEOJK B.3]

## 2022 Sustainability Performance Highlights



**10% pengurangan emisi GRK scope 1 dan 2 dari baseline tahun 2019**

**10% GHG emission reduction** for scope 1 and 2 compared to 2019 baseline



**43% bauran energi terbarukan**

**43% renewable energy mix**



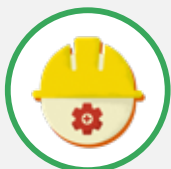
**Rp230,756 triliun kapitalisasi pasar**

**Rp230.756 trillion market capitalization**



**Rp413,297 triliun total aset**

**Rp413.297 trillion total assets**



**71% pengurangan Lost Time Injury Frequency Rate (LTIFR) dari baseline tahun 2019**

**71% reduction of Lost Time Injury Frequency Rate (LTIFR)** compared to 2019 baseline



**65,37% karyawan milenial (umur <35 tahun) dari total karyawan**  
**65.37% millennial employees (<35 years old) of total employees**



**2,12 juta penerima manfaat melalui program pengembangan masyarakat**  
**2.12 million beneficiaries through community development programs**



**3.379 SMK binaan Astra**  
**3,379 Astra fostered Vocational Schools**



**1.060 Desa Sejahtera Astra**  
**1,060 Astra Prosperous Villages**



**78 Kampung Iklim binaan Astra dari 170 Kampung Berseri Astra**  
**78 Astra fostered Climate Village of 170 Astra Berseri Village**

# Sebaran Program Unggulan Kontribusi Sosial Berkelanjutan

Distribution of Flagship Sustainable Social Contribution Program



**170**

**Kampung Berseri Astra  
di 35 provinsi**  
Astra Berseri Village in 35 Provinces

Kampung Berseri Astra (KBA) adalah program pengembangan masyarakat berbasis komunitas yang mengintegrasikan inisiatif 4 pilar program kontribusi sosial berkelanjutan Astra dalam satu komunitas kampung.

Astra Berseri Village is a community-based development program that integrates the 4 pillars initiatives of Astra's sustainable social contribution program in one village community.



**1,060**

**Desa Sejahtera Astra di 35 provinsi**  
Astra Prosperous Village in 35 Provinces

Desa Sejahtera Astra adalah program kontribusi sosial Astra di bidang kewirausahaan berbasis sosial kawasan, khususnya pengembangan produk unggulan pedesaan.

Astra Prosperous Village is a social contribution program focusing on region-based entrepreneurship - championing local village's products.






**565**

**Penerima Apresiasi SATU Indonesia Awards di 35 Provinsi**  
**SATU Indonesia Awards Recipients of appreciation in 35 Provinces**

**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.

Sebaran Program Unggulan Kontribusi Sosial Berkelanjutan  
 Distribution of Flagship Sustainable Social Contribution Program

-  **Kampung Berseri Astra**  
Astra Berseri Village
-  **Desa Sejahtera Astra**  
Astra Prosperous Village
-  **SATU Indonesia Awards**  
SATU Indonesia Awards

# Sambutan Dewan Komisaris [GRI 2-22][SEOJK D.1][SEOJK E.5]

## Our President Commissioner Message

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### PEMANGKU KEPENTINGAN YANG TERHORMAT,

Ada pepatah yang mengatakan *"Change is the only constant in life"* yang berarti perubahan adalah hal yang pasti terjadi dalam hidup.

Selama beberapa tahun terakhir kita mengalami sendiri perubahan-perubahan besar dalam hidup, terutama karena pandemi COVID-19. Pandangan hidup, pola hidup, gaya dan cara menjalani kehidupan juga berubah, baik di tingkat kehidupan pribadi masing-masing maupun dalam sebuah perusahaan seperti Astra.

Meskipun begitu, pengalaman 65 tahun Astra telah mengajarkan kepada kami bahwa perubahan yang terjadi akan dapat dilalui dengan baik ketika kami selalu mengakar kuat kepada nilai-nilai utama yang diterapkan oleh perusahaan.

Karena itu kami bersyukur Astra sejak awal memiliki filosofi Catur Dharma yang merupakan nilai-nilai yang menjadi panduan bagi Perseroan dalam menjalankan berbagai aktivitas usaha. Catur Dharma merupakan filosofi yang terdiri dari empat Dharma, yaitu menjadi milik yang bermanfaat bagi bangsa, memberikan pelayanan terbaik kepada pelanggan, menghargai individu dan membina kerja sama, serta senantiasa berusaha mencapai yang terbaik.

### DEAR RESPECTED STAKEHOLDERS,

There is a saying "The only constant in life is change" which means that, since the beginning of time, the one sure thing in this life is change.

Over the past few years, we have experienced major life changes, particularly due to the fallout from the COVID-19 pandemic. The perspective of life has changed, lifestyles have changed, and the way we live our lives have also changed, both in our personal lives and in a company like Astra.

Nevertheless, Astra's 65 years of experience has taught us that we can navigate changes well when we consistently adhere to our roots, Astra's basic values.

We are grateful that since its beginning, Astra has adopted the Catur Dharma philosophy, which serves as the values that guide the Company in carrying out its various business activities. Catur Dharma is a philosophy that consists of four Dharmas: to be an asset to the nation, provide the best service to our customers, respect individuals and promote teamwork, as well as continually strive for excellence.

**Dengan berlandaskan pada Catur Dharma, Astra menyadari bahwa dalam melangkah ke depan Perseroan tidak boleh hanya terbawa arus perubahan, melainkan harus dapat membuat perubahan itu sendiri**

With the foundation of Catur Dharma, Astra believes that in moving forward, the Company cannot be simply carried away by changes, but it must be able to create changes.

**Prijono Sugiarto**  
Presiden Komisaris  
President Commissioner

Catur Dharma ini yang menjadi pegangan kami dalam menghadapi berbagai tantangan zaman selama 65 tahun, termasuk tantangan ketidakpastian masa kini akibat pandemi COVID-19 dan meningkatnya ketegangan geopolitik yang berimbas pada kondisi sosial ekonomi dunia.

## KEBERLANJUTAN

Dengan berlandaskan pada Catur Dharma, Astra menyadari bahwa dalam melangkah ke depan Perseroan tidak boleh hanya terbawa arus perubahan, melainkan harus dapat membuat perubahan itu sendiri. Astra mengambil langkah pasti untuk semakin mengintegrasikan keberlanjutan ke dalam model dan proses bisnisnya.

Sustainability sudah menjadi fokus Astra sejak lama dengan adanya Catur Dharma. Saat ini, keberlanjutan telah diintegrasikan secara penuh ke dalam strategi Triple-P Roadmap Astra (Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap). Strategi ini kemudian dituangkan ke dalam strategi bisnis dan *core process* operasional perusahaan.

Di bulan Mei 2022, Astra telah meluncurkan Astra 2030 Sustainability Aspirations yang didasarkan pada strategi Triple-P Roadmap. Astra 2030 Sustainability Aspirations ini memuat 10 aspirasi yang menjadi panduan bagi Perseroan dalam melakukan transisi menjadi perusahaan yang semakin berkelanjutan, berfokus pada ESG, dan ketahanan iklim pada 2030 dan seterusnya.

Melalui Astra 2030 Sustainability Aspirations, Perseroan juga berkomitmen untuk mewujudkan lingkungan kerja yang beragam dan inklusif, mempertahankan talenta-talenta terbaik, dan mendukung pemberdayaan masyarakat.

Dalam pelaksanaan Astra 2030 Sustainability Aspirations di tahun 2022, berbagai progres awal telah dicapai, seperti penghematan energi, reduksi emisi gas rumah kaca, reduksi intensitas pengambilan air, pengelolaan limbah, hingga penggunaan energi terbarukan.

Melalui inisiatif Astra for Everyone, Astra juga telah menyelenggarakan berbagai program mendorong terciptanya lingkungan kerja inklusif yang menghargai keberagaman dan kesetaraan gender, seperti program DEI Program for Leaders, Career Meet Up with Astra Women dan Development Program for Women Leaders. Keselamatan dan Kesehatan Kerja (K3) juga terus ditingkatkan dengan penguatan pelaksanaan berbagai program K3.

Catur Dharma is our guideline in facing the various challenges in 65 years, including uncertainties due to the COVID-19 pandemic and increasing geopolitical tensions, which have affected global socio-economic conditions.

## SUSTAINABILITY

With the foundation of Catur Dharma, Astra believes that in moving forward, the Company cannot be simply carried away by changes, but it must be able to create changes. Astra is taking a decisive step to fully integrate sustainability practices into its business model and processes.

With Catur Dharma, sustainability has long been the focus of Astra. Today, sustainability is fully integrated into Astra's Triple-P Roadmap strategy (Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap). This strategy is then manifested into the Company's business strategy and core operational process.

In May 2022, Astra has launched Astra 2030 Sustainability Aspirations which is based on the Triple-P Roadmap Strategy. Astra 2030 Sustainability Aspirations contains 10 aspirations that will guide the Company in transitioning to become an increasingly sustainable, ESG-focused, and climate resilient company in 2030 and beyond.

Through Astra 2030 Sustainability Aspirations, the Company is also committed to creating a diverse and inclusive work environment, retaining the best talents, and supporting community empowerment.

In the implementation of Astra 2030 Sustainability Aspirations in 2022, various initial progress has been achieved, such as energy savings, reduction of greenhouse gas emissions, reduction of water extraction intensity, waste management and the use of renewable energy.

Through Astra for Everyone initiative, Astra has also organized various programs to promote inclusive work environment that respects diversity and gender equality, such as the DEI Program for Leaders, Career Meet Up with Astra Women program and Development Program for Women Leaders. Occupational Safety and Health (OHS) also continue to be improved by strengthening the implementation of various OHS programs.

Pada pilar Public Contribution, Astra menjalankan beragam kegiatan terkait tanggung jawab sosial dan lingkungan yang mendorong pemberdayaan masyarakat melalui empat program sosial unggulan Astra, yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif.

In the Public Contribution pillar, Astra has carried out various activities related to social and environmental responsibility that encourage community empowerment through Astra's four leading social programs, i.e. Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau and Astra Untuk Indonesia Kreatif.

**AKHIR KATA**

Kami memahami bahwa berbagai progres tersebut terwujud berkat adanya dukungan dan semangat dari seluruh Insan Astra yang terus bersinergi untuk menjalani kegiatan bisnis secara berkelanjutan.

**CLOSING REMARKS**

We recognize that the progress which has been made is due to the support and spirit of all Astra personnel who continue to work together and carry out business activities sustainably.

Kami ucapkan terima kasih dan apresiasi kepada Direksi, seluruh Insan Astra, beserta pemangku kepentingan atas kerja samanya dalam menerapkan prinsip-prinsip keberlanjutan dalam setiap aktivitas Perseroan.

We extend our appreciation to the Board of Directors, all Astra Personnel, and stakeholders for their cooperation in implementing sustainability principles in all activities of the Company.

Semoga semua yang kita lakukan dapat berkontribusi bagi pembangunan bangsa serta generasi saat ini dan masa depan.

May all our efforts and undertaking contribute to the development of the nation as well as today's and future generations.



**Prijono Sugiarto**  
Presiden Komisaris I / President Commissioner  
PT Astra International Tbk

# Sambutan Presiden Direktur

[GRI 2-22][SEOJK D.1][SEOJK E.5]

## Our President Director Message

### PEMANGKU KEPENTINGAN YANG TERHORMAT,

Tahun 2022 sudah menjadi tahun yang dinamis. Di satu sisi, kita melihat pandemi COVID-19 sudah mulai bertransisi menjadi endemi, namun di sisi lain, ekonomi dunia menghadapi tekanan seperti perang Rusia dan Ukraina yang berdampak pada harga komoditas dan ekonomi dunia, serta pengetatan kebijakan moneter dunia yang agresif.

Tahun 2022 juga menandai genap 65 tahun Astra hadir dan berkarya di tengah masyarakat Indonesia.

Kami bersyukur tetap dapat mencatat performa memuaskan pada tahun 2022, terutama didukung oleh pemulihan ekonomi dan harga komoditas yang lebih tinggi sehingga Astra dapat terus memberikan kontribusi dan manfaat positif bagi seluruh pemangku kepentingan kami di Indonesia.

Tahun 2022 juga menjadi momentum baru bagi Astra dengan diperkuatnya perjalanan dan evolusi keberlanjutan Grup Astra.

Dorongan agar keberlanjutan diintegrasikan ke dalam segala aktivitas sehari-hari semakin kuat dari berbagai pemangku kepentingan, khususnya terkait risiko dampak perubahan iklim.

### DEAR RESPECTED STAKEHOLDERS,

2022 has been a dynamic year. On one hand, the COVID-19 pandemic had started to transition into an endemic, but on the other hand, global economy was facing constraints, such as the war in Russia and Ukraine, which put pressure on commodity prices and global economy, as well as the aggressive tightening of global monetary policies.

2022 also marked the 65<sup>th</sup> anniversary of Astra's establishment and contribute on to Indonesia.

We are grateful to be able to continue to post satisfactory performance in 2022, mainly supported by the economic recovery and higher commodity prices, allowing Astra to continue providing positive contributions and benefits for all our stakeholders in Indonesia.

2022 has also become a new momentum for Astra, with the strengthening of the sustainability journey and evolution of Astra Group.

The push to integrate sustainability into all daily activities has been amplified by various stakeholders, especially considering climate change impact.

**Astra memulai perjalanan sejak 65 tahun yang lalu. Selama 65 tahun itu, Astra terus berinovasi dan beradaptasi dengan perkembangan zaman. Astra 2030 Sustainability Aspirations menjadi evolusi berikutnya bagi Grup Astra untuk menjadi perusahaan yang lebih *sustainable* dan *resilient***

Astra started its journey 65 years ago. Throughout those 65 years, Astra has continually innovated and adapted with the changing times. Astra 2030 Sustainability Aspirations is next evolution for Astra Group in creating a pathway to becoming a more sustainable and resilient company

**Djony Bunarto Tjondro**

Presiden Direktur  
President Director



## FILOSOFI KEBERLANJUTAN ASTRA

Kebertahanan saat ini sudah menjadi sebuah keharusan dan kebutuhan. Sejak awal didirikan, Astra telah mengintegrasikan prinsip-prinsip keberlanjutan melalui Catur Dharma sebagai *core values* perusahaan.

Dengan Catur Dharma sebagai fondasi, keberlanjutan telah menjadi fokus dari Grup Astra, yang mana sejak awal pendiri Astra sudah menegaskan bahwa kami perlu menjadi perusahaan yang bermanfaat bagi bangsa, memberikan pelayanan terbaik kepada pelanggan, menghargai individu dan membina kerja sama, serta senantiasa berusaha mencapai yang terbaik.

Astra menjadikan Catur Dharma sebagai landasan untuk menyusun dan menjalankan Triple-P Roadmap Strategy (Portfolio, People, and Public Contribution), yang telah menjadi payung komitmen dan strategi Grup Astra dalam membangun bisnis yang berkelanjutan.

## MENINGTEGRASIKAN KEBERLANJUTAN

Ketika dunia mulai berubah, Triple-P Roadmap Strategy Astra ikut berevolusi. Kini saatnya untuk mengambil loncatan berikutnya yang akan memperkuat momentum pengembangan Grup Astra menjadi lebih berkelanjutan dengan mengintegrasikan keberlanjutan secara utuh ke dalam Triple-P Roadmap Strategy.

Pada bulan Mei tahun 2022, kami meluncurkan Astra 2030 Sustainability Aspirations, yang memuat komitmen, Flagship Initiatives, dan target terukur yang ingin dicapai Grup Astra pada tahun 2030.

Astra 2030 Sustainability Aspirations berisi 10 aspirasi yang memandu perjalanan transisi Grup Astra untuk menjadi perusahaan yang lebih *sustainable* dan *resilient* pada 2030 dan seterusnya.

Sejumlah target dalam Astra 2030 Sustainability Aspirations, mencakup target reduksi emisi gas rumah kaca Grup Astra *scope 1* dan *scope 2* sebesar 30%, mencapai 50% bauran energi terbarukan untuk mendukung kegiatan operasional, mengurangi intensitas pengambilan air Grup Astra sebesar 15%, melakukan daur ulang dan recovery limbah padat hingga 99%, serta meningkatkan *business resilience* dengan meningkatkan pendapatan non-batu bara hingga 88% di tahun 2030.

Aspek lain yang signifikan dalam keberlanjutan Grup Astra adalah komitmen kami untuk tidak mengakuisisi tambang batu bara baru dan tidak berinvestasi pada pembangkit tenaga listrik batu bara baru.

## ASTRA'S SUSTAINABILITY PHILOSOPHY

Presently, sustainability has become a requirement and a necessity. Since its establishment, Astra has integrated sustainability principles through Catur Dharma as the Company's core values.

With Catur Dharma serving as the foundation, sustainability has become the focus of Astra Group. Since the beginning, the founders of Astra have emphasized that we need to become a company that benefits the nation, provides the best services to our customers, respects individuals and promotes teamwork, and continually strives for excellence.

Astra positions Catur Dharma as the foundation to formulate and implement the Triple-P Roadmap Strategy (Portfolio, People, and Public Contribution), which has become the umbrella for the commitment and strategy of Astra Group in building a sustainable business.

## INTEGRATING SUSTAINABILITY

As the world is changing, Astra's Triple-P Roadmap Strategy has also evolved. It is time to make the next leap that will strengthen the momentum for the development of Astra Group to become more sustainable by fully integrating sustainability into the Triple-P Roadmap Strategy.

In May 2022, we launched Astra 2030 Sustainability Aspirations, setting out the commitments, Flagship Initiatives, and measurable targets Astra Group wishes to have accomplished by 2030.

Astra 2030 Sustainability Aspirations contain 10 aspirations which will guide Astra Group's transition into a more sustainable and resilient by 2030 and beyond.

Several targets in Astra 2030 Sustainability Aspirations, includes the target of reducing greenhouse gas emissions in Astra Scope 1 and Scope 2 by 30%, achieving 50% of new and renewable energy mix to support operational activities, reducing water withdrawal intensity of Astra Group by 15%, recycle and recover solid waste by up to 99%, as well as increasing business resilience by increasing non-coal revenues to 88% by 2030.

Another aspect that is significant in the continuity of Astra Group's sustainability is our commitment of no acquisition of new coal mine assets and no investment on new coal fired power plants.

Kami akan fokus pada diversifikasi ke pertambangan mineral non-batu bara dan peningkatan proyek/investasi kami di energi terbarukan.

Untuk portofolio batu bara yang sudah ada, Grup Astra akan memastikan kegiatannya dikelola sebaik mungkin, menerapkan *best practice* dalam *responsible mining practice* serta mengeksplorasi transisi sesuai dengan prinsip *Just Transition*.

Dengan demikian, Grup Astra berharap dapat berkontribusi aktif dalam penanganan perubahan iklim, memastikan keberlanjutan bagi generasi masa depan, dan tetap dapat bertumbuh dan berkontribusi positif bagi kebutuhan Indonesia saat ini.

Berbagai upaya dan inisiatif di sepanjang 2022 ini telah berhasil meningkatkan hasil penilaian *sustainability rating* dan ESG Astra dari beberapa institusi global, salah satunya penilaian Sustainalytics yang membaik dari 42,9 (*Severe Risk*) menjadi 34,4 (*High Risk*) dengan peningkatan ranking dari peringkat 66 menjadi peringkat 18 untuk kategori Konglomerasi Industri.

**MEMBANGUN PORTOFOLIO BISNIS YANG RESILIENT & BERWAWASAN LINGKUNGAN**

Evolusi Triple-P Roadmap Strategy, khususnya pada Portofolio Roadmap, memperkuat *eco-consciousness* dalam portofolio bisnis dan pengambilan keputusan strategis di Grup Astra.

Tahun 2022, Grup Astra telah melaksanakan beberapa aksi korporasi yang sejalan dengan Sustainable Development Goals (SDGs) Indonesia, seperti penyertaan saham pada PT Medikaloka Hermina Tbk, salah satu grup rumah sakit terbesar di Indonesia dan pada PT Arkora Hydro Tbk, sebuah perusahaan publik yang berusaha di bidang pembangkit listrik bertenaga air.

Selain itu, sebelumnya Grup Astra juga sudah berinvestasi ke beberapa perusahaan start-up, seperti Halodoc, GoTo, Paxel and Sayurbox. Hal ini diharapkan akan memberikan nilai tambah kepada Grup melalui sinergi dan kolaborasi dengan ekosistem Astra.

Pada operasional internal Grup Astra, kami juga terus mengencangkan berbagai program yang mendukung pencapaian SDGs, antara lain sustainable consumption and production, Astra Green Energy (AGEn) yang mencakup sistem manajemen energi, konservasi energi, serta implementasi teknologi energi terbarukan.

We will focus on diversifying into non-coal mineral assets and increase our projects/investments in renewable energy.

For existing coal portfolio, Astra Group will ensure that our activities are managed as best as possible, by implementing best practices in responsible mining practices and explore transitions in accordance by the principles of Just Transition.

Hence, Astra Group wishes that it we can actively contribute to addressing climate change, ensuring sustainability for future generations, while continuing to grow and positively contribute to the needs of Indonesia presently.

The various efforts and initiatives throughout 2022 have succeeded in increasing Astra's sustainability and ESG assessment ratings from several global institutions, such as Sustainalytics, which improved from 42.9 (Severe Risk) to 34.4 (High Risk), with an increase in ranking from 66th to 18th in the Industrial Conglomerate category.

**BUILDING A RESILIENT AND ECO-CONSCIOUS BUSINESS PORTFOLIO**

The evolution of the Triple-P Roadmap Strategy, particularly in the Portfolio Roadmap, strengthens *eco-consciousness* in the business portfolio and strategic decision-making in the Astra Group.

In 2022, Astra Group has carried out several corporate actions that are in line with the Sustainable Development Goals (SDGs) Indonesia, such as equity participation in PT Medikaloka Hermina Tbk, one of the biggest hospital groups in Indonesia, and PT Arkora Hydro Tbk, a publicly listed hydro power plant company.

In addition, previously Astra Group also has invested in a number of local start-ups, including Halodoc, GoTo, Paxel and Sayurbox. The Group expects these projects to bring added value through synergy and collaboration with the Astra ecosystem.

In Astra Group's internal operations, we continuously intensify a variety of programs to support the SDG's achievement, including sustainable consumption and production, Astra Green Energy (AGEn) which involves energy management systems, energy conservation, as well as the implementation of the renewable energy technology.

Melalui implementasi AGEN di 52 perusahaan dan lebih dari 104 instalasi, tercatat penghematan energi kumulatif sebesar 7.421 Terajoule sejak tahun 2015.

Di tahun 2022, berbagai inisiatif dan upaya reduksi emisi gas rumah kaca di Grup Astra berhasil mencapai 10% reduksi emisi *scope 1* dan *scope 2* dari *baseline* tahun 2019, serta juga meningkatkan bauran EBT hingga 43% dari total konsumsi energi.

Selain itu, kami juga telah melakukan penanaman 65.000 pohon secara bertahap dan pemasangan 65 panel surya di 65 Kampung Berseri Astra (KBA) dan Desa Sejahtera Astra (DSA) yang tersebar di seluruh Indonesia. Kegiatan ini dilakukan bertepatan dengan Hari Ulang Tahun Astra ke-65 dan merupakan bentuk komitmen Astra terhadap lingkungan selama 65 tahun berkarya di Indonesia.

Di samping program dan inisiatif terkait operasional dan portofolio berjalan dengan konsisten, Astra telah memulai berbagai proses persiapan untuk melakukan pelaporan Task Force on Climate-Related Financial Disclosure (TCFD) yang memuat empat elemen inti sesuai dengan rekomendasi.

### ASTRA UNTUK SEMUA

Salah satu Flagship Initiatives dari People Roadmap dalam Astra 2030 Sustainability Aspirations, Astra for Everyone ditujukan bagi seluruh insan Astra dan putra putri Indonesia yang ingin bergabung, berkarya, dan bertumbuh bersama kami.

Melalui Astra For Everyone, kami berupaya mendukung keberagaman dan inklusivitas dengan fokus pada gender.

Pada tahun 2022, Astra telah melakukan implementasi inisiatif Diversity and Inclusion (D&I) yang meliputi Diversity for Leaders, Program Pengembangan Pemimpin Wanita, penyelenggaraan berbagai macam program untuk Komunitas Karyawan dan Pemimpin Wanita, serta Recruitment Branding Program yang terkait dengan D&I.

Through the implementation of AGEN in 52 companies and more than 104 installations, cumulative energy savings of 7,421 Terajoules have been recorded since 2015.

In 2022, various initiatives and efforts to reduce greenhouse gas emissions in Astra Group succeeded in achieving 10% reduction in *scope 1* and *scope 2* emissions compared to 2019 baseline, as well as increasing the renewable energy mix to 43% of total energy consumption.

We have also planted 65,000 trees and installed 65 solar panels in 65 hamlets and villages fostered by Astra - Kampung Berseri Astra (KBA) and Desa Sejahtera Astra (DSA), that are located across Indonesia. This activity was carried out in celebration of the 65<sup>th</sup> Anniversary of Astra, as part of Astra's commitment to the environment during its 65 years of contribution in Indonesia.

In addition to consistently running program and initiatives related to operations and portfolio, Astra has started various preparation processes to carry out Task Force on Climate-Related Financial Disclosure (TCFD) report which includes four core elements recommendations.

### ASTRA FOR EVERYONE

One of the Flagship Initiatives supporting Astra 2030 Sustainability Aspirations is "Astra for Everyone", an initiative that is part of our People Roadmap. Astra for Everyone is aimed at all Astra personnel and those who want to join, work, and grow with us.

Through Astra For Everyone, we strive to support diversity and inclusiveness with a focus on gender.

In 2022, Astra has implemented Diversity and Inclusion (D&I) initiatives, which include Diversity for Leaders, Women Leaders Development Program, organizing various programs for Women Employees and Women Leaders communities and Recruitment Branding Program related to D&I.

**SEJAHTERA BERSAMA MASYARAKAT**

Pada aspek sosial dan masyarakat, Astra berkomitmen untuk memberdayakan dan mendukung masyarakat untuk hari ini dan masa depan yang lebih baik bagi semua.

Kami terus memaksimalkan manfaat positif yang dapat diberikan Grup Astra melalui pilar Public Contribution. Sampai dengan tahun 2022, Astra telah membina 170 Kampung Berseri Astra (KBA) dan 78 di antaranya merupakan Kampung PROKLIM yang merupakan komitmen Astra untuk meningkatkan keterlibatan masyarakat dalam mitigasi perubahan iklim.

Astra juga membina 1.060 Desa Sejahtera Astra (DSA), bekerja sama dengan pemerintah pusat, pemerintah daerah, dan masyarakat desa dalam pengembangan ekonomi pedesaan berbasis sumber daya lokal. Melalui program DSA, sejumlah UMKM di KBA dan DSA yang tersebar di 35 provinsi di Indonesia berhasil mengekspor produknya. Sejak tahun 2018, 110 produk lokal dari DSA dengan nilai valuasi mencapai Rp68 miliar telah berhasil menembus pasar ekspor.

DSA bertujuan untuk mengembangkan potensi ekonomi desa yang berfokus pada pengembangan produk unggulan di tiap-tiap desa tersebut, sehingga mampu menciptakan efek berganda bagi perekonomian daerah.

Kami juga terus melaksanakan kegiatan-kegiatan tanggung jawab sosial dan lingkungan sesuai dengan empat program sosial unggulan Astra, Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif.

**BAHU MEMBAHU MENGELOLA KEBERLANJUTAN**

Pencapaian-pencapaian di bidang keberlanjutan tersebut tentu tidak lepas dari bagaimana Astra mengintegrasikan aspek keberlanjutan ke dalam tata kelola perusahaan.

Astra memiliki struktur organisasi keberlanjutan yang dipimpin oleh Direksi. Astra juga memiliki Divisi Environment & Social Responsibility (ESR) dan Divisi Group Legal yang bertanggung jawab untuk mengoordinasikan penerapan aspek-aspek keberlanjutan Perseroan, baik di induk maupun anak perusahaan.

Astra juga telah memasukkan prinsip-prinsip ESG pada tata kelola perusahaan sebagai panduan saat pengambilan keputusan, perumusan dan pelaksanaan strategi, kegiatan operasional sehari-hari, serta evaluasi pencapaian bisnis dan kinerja setiap pemimpin Astra.

**PROSPERING WITH THE COMMUNITY**

Regarding social and community aspect, Astra is committed to empowering and supporting the community for a better today and future for all.

We continue to maximize the positive benefits that Astra Group can bring through our Public Contribution pillar. At the end 2022, Astra has fostered 170 Kampung Berseri Astra (KBA), and 78 of them are PROKLIM Villages, as part of Astra's commitment to increasing community engagement in climate change mitigation.

Astra has also fostered 1,060 Desa Sejahtera Astra (DSA) in collaboration with the central government, regional governments, and village communities to develop rural economic development based on local resources. Through the DSA program, a number of MSMEs in KBA and DSA throughout 35 provinces in Indonesia have successfully exported their products. Since 2018, as many as 110 local products from our DSA with a total value reaching Rp68 billion have successfully penetrated the export market.

DSA aims to develop the rural economy's potential by developing flagship products in each of these villages, enabling to create a multiplier effect for the regional economy.

We also continue to carry out social and environmental responsibility activities through Astra's four flagship social programs, namely Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia.

**HAND-IN-HAND MANAGING SUSTAINABILITY**

Achievements in the field of sustainability cannot be separated from how Astra integrates sustainability aspects into its corporate governance.

Sustainability at Astra is governed by a team led by the Board of Directors (BOD). Astra also has an Environment & Social Responsibility (ESR) Division and Group Legal Division responsible for coordinating the implementation of the Company's sustainability aspects, both at the holding level and at our subsidiaries.

Astra has also integrated ESG principles in our corporate governance as a guidance for decision-making process, strategic formulation and implementation, day-to-day operations, and into the achievement and performance evaluation of Astra leaders.

Hal ini membuat keberlanjutan menjadi bagian yang tidak terpisahkan dari setiap upaya bisnis Astra pada saat ini dan kemudian.

Untuk meningkatkan kompetensi kami terhadap keberlanjutan, sejak tahun lalu Astra telah melaksanakan program Astra Sustainability Academy bagi level eksekutif sampai level Person In Charge (PIC). Hingga akhir 2022, terdapat 280 Insan Astra dari berbagai level telah menerima pengembangan kompetensi terkait sustainability.

Demi memastikan keefektifan tata kelola keberlanjutan di Astra dan mengawal implementasi 10 Sustainability Aspirations kami di level operasional di seluruh Grup Astra, sejak tahun lalu progres atas implementasi aspirasi tersebut dilaporkan dan didiskusikan secara rutin pada forum Group Corporate Review di tingkat BOD.

Kami juga telah membentuk Sustainability Task Force di tingkat eksekutif Grup Astra dan mengembangkan Indeks Keberlanjutan sebagai bagian dari penilaian kinerja perusahaan dan eksekutif Grup Astra.

Langkah-langkah tersebut menjadi awal bagi kami untuk bersama-sama memiliki satu tekad, satu pikiran, dan satu tindakan untuk dapat menjaga tekad yang kuat dan tetap konsisten dalam menjalankan keberlanjutan di seluruh Grup Astra.

This make sustainability as an inseparable aspect of Astra's current and future business endeavors.

To help develop our competencies in sustainability, starting last year Astra has carried out Astra Sustainability Academy program for, executive level until Person in Charge (PIC) level. At the end of 2022, as many as 280 Astra personnel from various levels have received sustainability competency trainings.

To ensure the effectiveness of sustainability governance and oversee the implementation of our 10 Sustainability Aspirations at the operational level throughout Astra Group, since last year the progress on the implementation of these aspirations has been reported and discussed regularly during the Group Corporate Review forum at the BOD level.

We have also established the Sustainability Task Force at the executive level of Astra Group and developed a Sustainability Index as part of Astra Group company and executive performance assessment.

These steps marked the beginning for us to have one conviction, mind, and action to stay firm in our determination and remain consistent in implementing sustainability throughout Astra Group.

**PENUTUP**

Astra memulai perjalanan sejak 65 tahun yang lalu. Selama 65 tahun itu, Astra terus berinovasi dan beradaptasi dengan perkembangan zaman. Astra 2030 Sustainability Aspirations menjadi evolusi berikutnya bagi Grup Astra untuk menjadi perusahaan yang lebih sustainable dan resilient.

Kami mengucapkan terima kasih dan apresiasi sebesar-besarnya kepada seluruh pemangku kepentingan atas kepercayaan dan dukungannya dalam mendukung Astra berkarya untuk Indonesia.

Tentunya kami sampaikan secara khusus terima kasih sebesar-besarnya untuk seluruh Insan Astra yang telah memberikan dedikasinya dalam menjalankan operasional yang bertanggung jawab dan memberikan dampak positif kepada komunitas dan masyarakat dimanapun kami beroperasi.

Mari kita bersama-sama mengemban tanggung jawab dan melangkah ke depan melaksanakan inisiatif-inisiatif yang ditetapkan dalam Astra 2030 Sustainability Aspirations menjadi aksi nyata dengan hasil yang terukur.

Salam hangat,

**CLOSING THIS REMARK**

Astra started its journey 65 years ago. Throughout those 65 years, Astra has continually innovated and adapted with the changing times. Astra 2030 Sustainability Aspirations is the next evolution for Astra Group in creating a pathway to becoming a more sustainable and resilient company.

We would like to express our highest gratitude and appreciation to all stakeholders for their confidence, trust and encouragement in supporting Astra to contribute to Indonesia.

We also would like to specifically express our highest appreciation to all Astra personnel who have given their dedication in carrying out responsible operations and providing positive impacts to the communities and society wherever we operate.

Let us all together share the responsibility and move forward to carry out the initiatives under Astra 2030 Sustainability Aspirations into real actions with measurable results.

Warm regards,

**Djony Bunarto Tjondro**  
 Presiden Direktur | President Director  
 PT Astra International Tbk





# Tentang Astra

## About Astra

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Menjadi Kebanggaan Bangsa**  
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# Bermanfaat untuk Indonesia, Menjadi Kebanggaan Bangsa

Be the Asset for Indonesia and the Pride of the Nation



1957

Berdiri di Jakarta. Awalnya bernama Astra International Inc.  
Established in Jakarta. Initially named Astra International Inc.

1990

Tercatat di Bursa Efek Indonesia dengan kode saham ASII.  
Listed on Indonesia Stock Exchange with the ticker code ASII.

2022

Nilai kapitalisasi pasar sebesar Rp230,756 triliun.  
Market capitalization value of Rp230.756 trillion.

## Tujuh lini bisnis Astra | Seven business lines Astra



**Otomotif**  
Automotive



**Agribisnis**  
Agribusiness



**Jasa keuangan**  
Financial services



**Infrastruktur dan logistik**  
Infrastructure and logistics



**Alat berat, pertambangan, konstruksi,  
dan energi**  
Heavy equipment, mining, construction  
and energy



**Teknologi informasi**  
Information technology



**Properti**  
Property



**270** Perusahaan | Companies  
Terdiri dari induk perusahaan, anak perusahaan,  
ventura bersama, dan entitas asosiasi  
Consist of parent entity, subsidiaries, joint  
ventures, and associates



**198,203** Karyawan | Employees  
Tersebar di seluruh Indonesia  
Across Indonesia

# Motto, Cita-cita, Filosofi, Visi dan Misi Perseroan [SEOJK C.1]

Our Company Motto, Aim, Philosophy, Vision and Mission

## Moto Motto

### Per Aspera Ad Astra

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

## Cita-cita Aim

### Sejahtera bersama Bangsa

To Prosper with the Nation

## Filosofi Philosophy

### Catur Dharma

- Menjadi milik yang bermanfaat bagi bangsa dan negara  
To be an asset to the nation
- Memberikan pelayanan terbaik kepada pelanggan  
To provide the best service to our customers
- Menghargai individu dan membina kerja sama  
To respect individuals and promote teamwork
- Senantiasa berusaha mencapai yang terbaik  
To continually strive for excellence

## Visi Vision

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

Company Name [GRI 2-1]

PT Astra International Tbk



### Bidang Usaha

Business [SEOJK C.4][GRI 2-6]

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), and services (professional; scientific and technical activities; information and communication)



### Status Hukum Kepemilikan

Legal Entity Status [GRI 2-1]

Perseroan Terbatas  
Tercatat di Bursa Efek Indonesia (Ticker: ASII)  
Limited liability company listed in Indonesia Stock Exchange (Ticker: ASII)



### Lokasi Kantor Pusat

Head Office Address [SEOJK C.2][GRI 2-1]

Menara Astra Lt. 59  
Jl. Jenderal Sudirman Kav 5-6  
Jakarta 10220  
Indonesia

T : (021) 5084 3888

F : (021) 6530 4957

### E-mail:

Corporate Communication:  
corcomm@ai.astra.co.id  
Corporate Investor Relation:  
investor@ai.astra.co.id



### Pasar yang Dilayani

Market Served [GRI 2-6]

Terdiri dari sektor otomotif; jasa keuangan; alat berat, pertambangan, konstruksi, dan energi; agribisnis; infrastruktur dan logistik; teknologi informasi; dan properti. Produk dan jasa dipasarkan di Indonesia dan luar negeri.

Consisting of automotive; financial services; heavy equipment, mining, construction and energy; agribusiness; infrastructure and logistics; information technology; and property. Products and services cover Indonesia and international markets.



### Negara Tempat Operasi

Jurisdiction [GRI 2-1]

1 (satu) negara:  
Republik Indonesia  
1 (one) jurisdiction:  
Republic of Indonesia

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

#### Posisi Keuangan | Financial Position

| Uraian<br>Description                 | Nilai   Value |         |         |
|---------------------------------------|---------------|---------|---------|
|                                       | 2020          | 2021    | 2022    |
| Jumlah Aset   Total Assets            | 338,203       | 367,311 | 413,297 |
| Jumlah Liabilitas   Total Liabilities | 142,749       | 151,696 | 169,577 |
| Jumlah Ekuitas   Total Equity         | 195,454       | 215,615 | 243,720 |

#### Pendapatan Bersih | Net Revenue

| Uraian<br>Description           | Nilai   Value |         |         |
|---------------------------------|---------------|---------|---------|
|                                 | 2020          | 2021    | 2022    |
| Pendapatan Bersih   Net Revenue | 175,046       | 233,485 | 301,379 |

#### Jumlah Karyawan | Number of Employees [GRI 2-7]

| Jumlah Karyawan<br>Number of Employees                                                                                               | 2020    | 2021    | 2022    |
|--------------------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|
| Perseroan, Anak Perusahaan, Ventura Bersama, dan Entitas Asosiasi<br>Company, Subsidiaries, Joint Ventures, and Associates Companies | 187,365 | 188,788 | 198,203 |
| Perseroan dan Anak Perusahaan<br>Company and Subsidiaries                                                                            | 126,717 | 123,894 | 130,888 |



**Skala Organisasi**  
Organizational Scale  
[SEOJK C.3] [GRI 2-7]



**Komposisi Pemegang Saham**  
Shareholder Composition  
[SEOJK C.3] [GRI 2-1]

| Pemegang Saham<br>Shareholders                                 | 31 Desember 2022   31 December 2022                                                  |                                                   |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------|
|                                                                | Jumlah Saham Ditempatkan dan Disetor Penuh<br>Number of Shares Issued and Fully Paid | Persentase Kepemilikan<br>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                                                                            | 0.00%                                             |
| Gidion Hasan (Direktur   Director)                             | 1.275,000                                                                            | 0.00%                                             |
| Henry Tanoto (Direktur   Director)                             | 549.700                                                                              | 0.00%                                             |
| Masyarakat lainnya kurang dari 5%<br>Other public less than 5% | 20,183,602,500                                                                       | 49.86%                                            |
| <b>Total</b>                                                   | <b>40,483,553,140</b>                                                                | <b>100.00%</b>                                    |

Catatan | Note:

\*) Seluruh saham dimiliki melalui perusahaan kustodian UBS

Tidak terdapat perubahan signifikan terhadap ukuran, struktur dan kepemilikan selama periode berjalan dibandingkan laporan tahun sebelumnya. [SEOJK C.6][GRI 2-6]

\*) All shares are owned through a UBS custodian company

There was no significant change in size, structure and ownership during the period compared to the previous year's report. [SEOJK C.6][GRI 2-6]

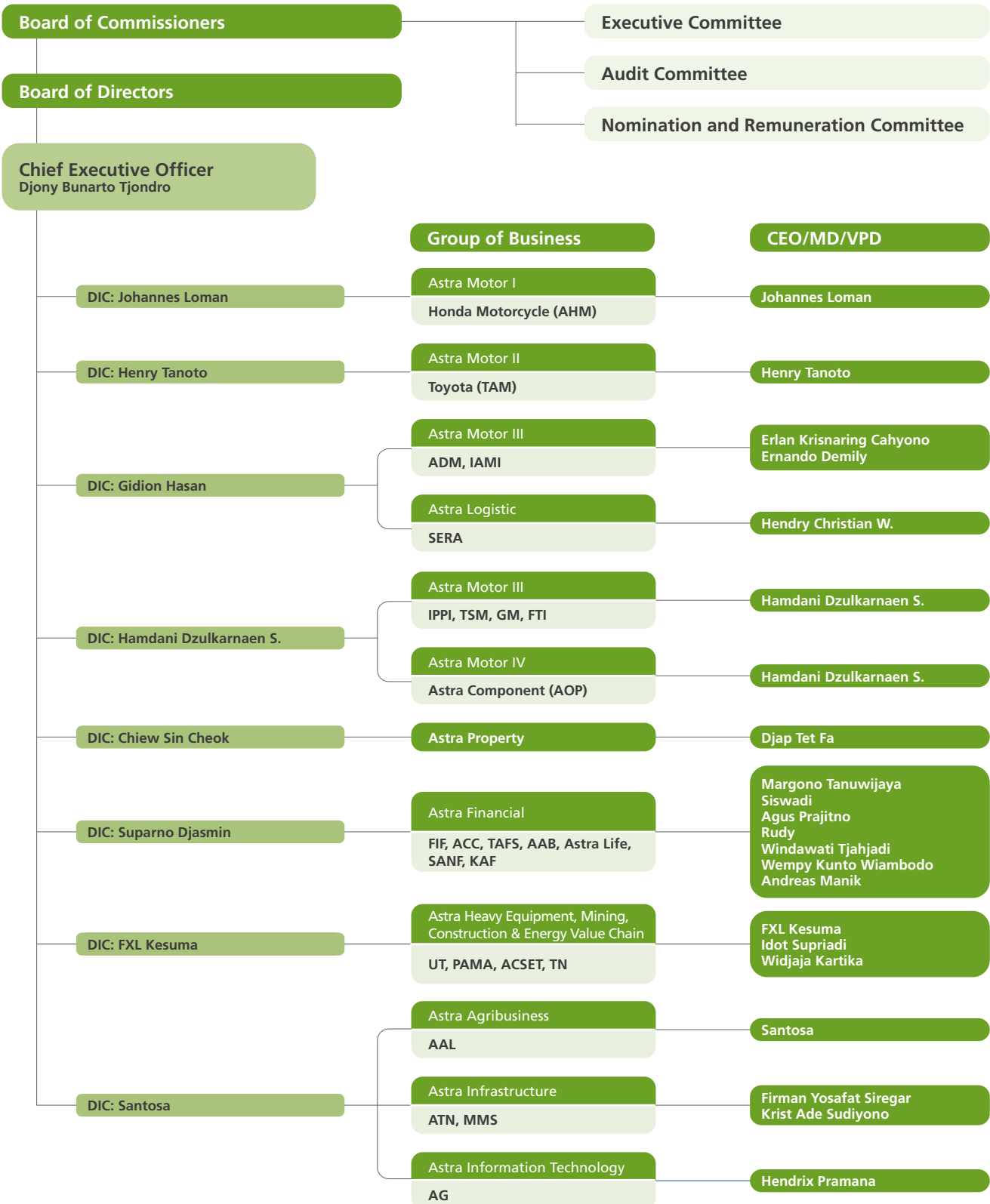
# Struktur Organisasi

## Organizational Structure

Per 31 Desember 2022  
As of 31 December 2022



<sup>\*)</sup> Rangkap jabatan | Concurrent  
<sup>\*\*)</sup> Tidak memiliki hak suara | No voting rights



# Produk dan Jasa/ Lini Bisnis

Products and Services/Business Lines [SEOJK C.4][GRI 2-6]



## 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
- PT Mobilitas Digital Indonesia



## 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

### Bank

Banking

- PT Bank Jasa Jakarta



## 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

# Rantai Pasokan

Supply Chain [GRI 2-6]



Grup Astra memiliki kegiatan usaha dari hulu ke hilir melalui 270 anak perusahaan, ventura bersama, dan entitas asosiasi dari tujuh lini bisnis. Grup Astra telah bekerja sama dengan sejumlah pemasok lokal (berdomisili di Indonesia) dan pemasok asing (internasional) yang terdiri dari berbagai jenis pemasok barang dan jasa. Sampai akhir tahun 2022, tercatat 89,98% pemasok Grup Astra adalah pemasok lokal yang berdomisili di Indonesia. [GRI 204-1]

Untuk mewujudkan komitmen Grup Astra di bidang keberlanjutan yang didasarkan pada Sustainability Framework, Grup Astra mendorong mitra bisnis, pemasok, kontraktor, dan subkontraktor dalam rantai pasokan Grup Astra untuk menerapkan prinsip-prinsip ESG serta kegiatan usaha yang bertanggung jawab. Beberapa upaya untuk

Astra Group operates from upstream to downstream with 270 subsidiaries, joint ventures, and associates from seven business lines. Astra Group has cooperated with a number of local suppliers (domiciled in Indonesia) and foreign suppliers (international) consisting of various types of goods and services. As of the end of 2022, 89.98% of Astra Group's suppliers are local suppliers domiciled in Indonesia. [GRI 204-1]

To realize its sustainability commitments based on the Sustainability Framework, Astra Group urges business partners, suppliers, contractors, and subcontractors in Astra Group's supply chain to comply with ESG principles and conduct responsible business activities. Some efforts to encourage the implementation of these principles are

mendorong penerapan prinsip-prinsip tersebut dilakukan melalui proses seleksi dan evaluasi mitra bisnis yang mewajibkan diterapkannya sejumlah kriteria, standar, dan komitmen terkait lingkungan, sosial, hak asasi manusia, K3, dan komitmen anti-korupsi dan anti-suap di dalam perjanjian kerja sama. [GRI 308-1][GRI 414-1]

carried out through a selection and evaluation process for business partners that require the application of a number of criteria, standards, and commitments related to environmental, social, human rights, OHS, and anti-corruption and anti-bribery commitments in the contracts. [GRI 308-1][GRI 414-1]



# Penghargaan dan Sertifikasi

## Awards and Certifications

### Penghargaan | Awards

| Pemberi Penghargaan<br>Awarding Body     | Nama Penghargaan<br>Award Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Bulan<br>Month     |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| BeritaSatu Media Holdings                | Brand Finance:<br>1. Top 100 Indonesia Most Valuable Brands<br>Top 100 Indonesia Most Valuable Brands<br>2. Top 100 Strongest Brands<br>Top 100 Strongest Brands                                                                                                                                                                                                                                                                                                                                                                                                                                              | Januari<br>January |
| Warta Ekonomi                            | Indonesia Corporate PR Awards 2022: The Best Public Relation in Company Management by Developing and Synergizing the Company's Value Chain Category: Automotive<br>Indonesia Corporate PR Awards 2022: The Best Public Relation in Company Management by Developing and Synergizing the Company's Value Chain Category: Automotive                                                                                                                                                                                                                                                                            | Januari<br>January |
| PR Indonesia                             | 1. Sub Kategori E-Magazine, Bronze Winner - Astramagz Edisi 12   Desember 2021<br>E-Magazine Sub Category, Bronze Winner - Astramagz 12th Edition   December 2021<br>2. Sub Kategori Annual Report, Silver Winner<br>Annual Report Sub Category, Silver Winner<br>3. Sub Kategori Sustainability Report, Gold Winner<br>Sustainability Report Sub Category, Gold Winner<br>4. Sub Kategori Corporate PR, Bronze Winner - #SemangatSalingBantu<br>Corporate PR Sub Category, Bronze Winner - #SemangatSalingBantu<br>5. Kategori Terpopuler di Media Cetak 2021<br>Most Popular Category in Printed Media 2021 | Maret<br>March     |
| First Indonesia Magazine                 | 1. Best Innovations & Initiatives in Global CSR<br>Best Innovations & Initiatives in Global CSR<br>2. Best CSR in MSME (UMKM) Program<br>Best CSR in MSME Program<br>3. Best Leadership Focus on CSR<br>Best Leadership Focus on CSR                                                                                                                                                                                                                                                                                                                                                                          | Maret<br>March     |
| TOP Business                             | 1. TOP CSR Awards 2022 # Star 5 (Luar Biasa)<br>TOP CSR Awards 2022 # Star 5 (Excellent)<br>2. Golden Trophy (Mendapatkan # Star 5 selama 3 tahun berturut-turut)<br>Golden Trophy (Earned #5 Star for 3 consecutive years)<br>3. TOP Leader on CSR Commitment 2022<br>TOP Leader on CSR Commitment 2022                                                                                                                                                                                                                                                                                                      | Maret<br>March     |
| Serikat Perusahaan Pers                  | Kategori E – Magazine Perusahaan Swasta Nasional Terbaik - Gold Winner: AstraMagz<br>E - Magazine Category for Best National Private Company - Gold Winner: AstraMagz                                                                                                                                                                                                                                                                                                                                                                                                                                         | Maret<br>March     |
| BeritaSatu Media Holdings                | Penghargaan Transparansi Emisi Korporasi 2022: Kategori Transparansi Penurunan Emisi Sektor Emiten dengan Gelar Green<br>2022 Corporate Emissions Transparency Award: Category of Transparency in Emissions Reduction in the Public Company Sector with Green Title                                                                                                                                                                                                                                                                                                                                           | April<br>April     |
| National Anti-Poverty Commission ASEAN   | ASEAN Rural Development and Poverty Eradication Leadership Award 2022<br>ASEAN Rural Development and Poverty Eradication Leadership Award 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Mei<br>May         |
| International Council for Small Business | ICSB Presidential Awards 2022<br>ICSB Presidential Awards 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Mei<br>May         |
| Global Initiatives                       | 1. Significant Achievement Land Use & Biodiversity<br>Significant Achievement Land Use & Biodiversity<br>2. Winner The Best Community Program<br>Winner The Best Community Program                                                                                                                                                                                                                                                                                                                                                                                                                            | Juni<br>June       |
| Serikat Perusahaan Pers                  | Korporat Terpopuler di Media Arus Utama 2022 Kategori Korporasi Swasta<br>Most Popular Corporations in 2022 Media Arus Utama in Private Corporations Category                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Juni<br>June       |
| SWA                                      | Indonesia Corcomm Team of The Year 2022<br>Indonesia Corcomm Team of The Year 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Juni<br>June       |
| Her Story                                | Women Empowerment Companies Awards 2022: Best Women Empowerment Companies with Outstanding Equal Leadership Commitment<br>Women Empowerment Companies Awards 2022: Best Women Empowerment Companies with Outstanding Equal Leadership Commitment                                                                                                                                                                                                                                                                                                                                                              | Juni<br>June       |
| London School Public Relations           | Corporate Partnership Awards<br>Corporate Partnership Awards                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Juli<br>July       |

| Pemberi Penghargaan<br>Awarding Body        | Nama Penghargaan<br>Award Name                                                                                                                                                                                                                                                                                                          | Bulan<br>Month         |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Alpha Southeast Asia                        | 12 <sup>th</sup> Institutional Investor Corporate Awards 2022:<br>1. Most Organized Investor Relations #4<br>Most Organized Investor Relations #4<br>2. Strongest Adherence to Corporate Governance #3<br>Strongest Adherence to Corporate Governance #3<br>3. Most Consistent Dividend Policy #5<br>Most Consistent Dividend Policy #5 | Juli<br>July           |
| iNews                                       | iNews Maker Awards 2022: Integrated Community Development Initiatives<br>iNews Maker Awards 2022: Integrated Community Development Initiatives                                                                                                                                                                                          | Juli<br>July           |
| The Economics                               | Corporate Reputations Awards 2022 in Multi Industries Categories<br>Corporate Reputations Awards 2022 in Multi Industries Categories                                                                                                                                                                                                    | Juli<br>July           |
| Indonesia DEI & ESG Awards 2022             | Gold Winner Kategori ESG (Kampung Berseri & Desa Sejahtera Astra)<br>Gold Winner Kategori ESG - Semangat Kurangi Plastik (Semangkup)<br>Gold Winner on ESG Category (Kampung Berseri & Desa Sejahtera Astra)<br>Gold Winner on ESG Category - Spirit of Plastic Reduction (Semangkup)                                                   | Agustus<br>August      |
| BeritaSatu Media Holdings                   | Saham Terbaik 2022: Kategori big cap kapitalisasi pasar di atas Rp10 triliun<br>2022 Best Stock: Big cap category with market capitalization above Rp10 trillion                                                                                                                                                                        | Agustus<br>August      |
| Infobrand                                   | Indonesia Top Digital PR Award 2022:<br>1. Digital Media Aspects<br>Digital Media Aspects<br>2. Digital Sentiment Aspects<br>Digital Sentiment Aspects<br>3. Digital Awareness Aspects<br>Digital Awareness Aspects                                                                                                                     | Agustus<br>August      |
| PR Indonesia                                | 1. IDEAS Awards: Gold Winner Kategori ESR Lingkungan untuk Program Semangkup<br>IDEAS Awards: Gold Winner in the Environmental ESR Category for Semangkup Program<br>2. IDEAS Awards: Gold Winner Kategori Sosial untuk Program KBA/DSA Ekpor<br>IDEAS Awards: Gold Winner in Social Category for KBA/DSA Export Program                | Agustus<br>August      |
| BeritaSatu Media Holdings                   | Brand Finance:<br>1. Top 100 Valuable Brands Category<br>Top 100 Valuable Brands Category<br>2. Top 10 Fast-Growing Brands<br>Top 10 Fast-Growing Brands<br>3. Top 10 Strongest Brands<br>Top 10 Strongest Brands                                                                                                                       | September<br>September |
| Asiamoney                                   | Overall Most Outstanding Company in Indonesia<br>Overall Most Outstanding Company in Indonesia                                                                                                                                                                                                                                          | September<br>September |
| Kementerian Lingkungan Hidup & Kehutanan RI | Perusahaan Pendukung Proklim<br>Proklim Supporting Company                                                                                                                                                                                                                                                                              | Oktober<br>October     |
| Pinnacle Group                              | 1. Gold for The Best Community Program<br>Gold for The Best Community Program<br>2. Silver for Best Environmental Excellence<br>Silver for Best Environmental Excellence                                                                                                                                                                | November<br>November   |
| Trendasia                                   | Holding Multi Sector for Sustainability<br>Holding Multi Sector for Sustainability                                                                                                                                                                                                                                                      | November<br>November   |
| Corporate Forum for CSR Development         | 1. Platinum untuk Inisiatif Program Lingkungan<br>Platinum for Environmental Program Initiatives<br>2. Platinum untuk Inisiatif Program Pengembangan UMKM<br>Platinum for MSME Development Program Initiatives                                                                                                                          | November<br>November   |
| PT Tras Mediacom / Infobrand. id            | Top Sustainable Development Goals (SDGs) 2022<br>Top Sustainable Development Goals (SDGs) 2022                                                                                                                                                                                                                                          | November<br>November   |
| The Green Organisation                      | Environment Initiative<br>Environment Initiative                                                                                                                                                                                                                                                                                        | November<br>November   |
| Kementerian Sosial RI                       | Forum CSR: Padmamitra Awards 2022<br>CSR Forum: Padmamitra Awards 2022                                                                                                                                                                                                                                                                  | Desember<br>December   |
| Kementerian Kesehatan RI                    | Apresiasi GERMAS 2022<br>2022 GERMAS Appreciation                                                                                                                                                                                                                                                                                       | Desember<br>December   |

| Pemberi Penghargaan<br>Awarding Body | Nama Penghargaan<br>Award Name                                                                                                                                                               | Bulan<br>Month       |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Perhumas                             | PR Excellence Awards: Kategori Social/CSR Program - Semangat Kurangi Plastik (Semangkup)<br>PR Excellence Awards: Social/CSR Program Category - Spirit of Plastic Reduction (Semangkup)      | Desember<br>December |
| Gatra                                | Kategori Bidang Pemberdayaan dan Resiliensi UMKM<br>Category on MSME Empowerment and Resilience                                                                                              | Desember<br>December |
| The Iconomics                        | Indonesia Corporate Secretary Awards 2022: Best Corporate Secretary in Multi Sector Holdings<br>Indonesia Corporate Secretary Awards 2022: Best Corporate Secretary in Multi Sector Holdings | Desember<br>December |

## Sertifikasi | Certifications

| Sertifikasi & Akreditasi<br>Certification & Accreditation | Institusi<br>Institution                                                                             | Masa Berlaku<br>Validity Period                                                                                |           |
|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------|
| ISO 14001                                                 | Sistem Manajemen Lingkungan<br>Environmental Management System                                       | AJA Registrars Singapore, BSI, LRQA, SAI Global, SGS, TUV Rheinland, URS                                       | 2021-2024 |
| ISO 45001                                                 | Sistem Manajemen Kesehatan dan Keselamatan Kerja<br>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<br>Occupational Health and Safety Management System | AJA Europe, BSI, Globus Certification, SGS, Sucofindo, SAI Global,                                             | 2021-2022 |
| ISO 50001                                                 | Sistem Manajemen Energi<br>Energy Management System                                                  | DNV-GL, LRQA, TUV SUD                                                                                          | 2021-2023 |
| SMK3                                                      | Sistem Manajemen Kesehatan dan Keselamatan Kerja<br>Occupational Health and Safety Management System | Kemnaker, Sucofindo, SGS                                                                                       | 2021-2024 |
| IATF 16949                                                | Sistem Manajemen Mutu Industri Otomotif<br>Automotive Industry Quality Management System             | TUV Rheinland, TUV SUD, SGS, SAI Global                                                                        | 2021-2024 |
| ISPO                                                      | Perkebunan Kelapa Sawit Berkelanjutan Indonesia<br>Indonesia Sustainable Oil Palm Plantation         | Mutuagung Lestari (MAL), BVI, TUV Rheinland, SGS, AJA, BSI, Mutu Hijau, MISB                                   | 2021-2026 |
| ISO 9001                                                  | Sistem Manajemen Mutu<br>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<br>Green Building                                                                     | BCA Singapore                                                                                                  | 2021-2024 |
| ISO 27001                                                 | Sistem Manajemen Keamanan Informasi<br>Information Security Management System                        | British Standard Institution (BSI)                                                                             | 2020-2023 |
| SNI CAC/RCP 1                                             | Standar Higiene Pangan<br>Food Hygiene Standards                                                     | TUV Rheinland                                                                                                  | 2021-2022 |
| Authorized Economic Operator (AEO)                        | Rantai Pasok Global<br>Global Supply Chain                                                           | Direktorat Jenderal Bea Cukai<br>BSI                                                                           | 2021-2022 |

# Keanggotaan dalam Asosiasi

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

## Membership in Associations

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 terkait lini bisnis Astra:

- Asosiasi Industri Sepeda Motor Indonesia (AISI)
- Gabungan Industri Alat Mobil dan Motor (GIAMM)
- Gabungan Industri Kendaraan Bermotor Indonesia (GAIKINDO)
- Asosiasi Asuransi Jiwa Indonesia (AAJI)
- Asosiasi Asuransi Syariah Indonesia (AASI)
- Asosiasi Asuransi Umum Indonesia (AAUI)
- Asosiasi Jasa Konstruksi Nasional (GAPENSI)
- Asosiasi Kontraktor Indonesia (AKI)
- Perhimpunan Agen Alat Berat Indonesia (PAABI)
- Asosiasi Produsen Biofuel Indonesia (APROBI)
- Forum Kemitraan Pembangunan Sosial Suku Anak Dalam (FKP-SAD)/Orang Rimba Social Development Partnership Forum
- Gabungan Perusahaan Kelapa Sawit Indonesia (GAPKI)
- Himpunan Gambut Indonesia (HGI)
- Konsorsium Genom Seluruh Indonesia
- Palm Oil Genome Oil Project
- Asosiasi Jalan Tol Indonesia (ATI)
- Asosiasi Logistik & Forwarder Indonesia (ALFI)
- Asosiasi Perusahaan Jasa Pengiriman Ekspres Indonesia (ASPERINDO)
- Asosiasi Perusahaan Rental Kendaraan Indonesia (ASPERKINDO)
- Indonesian National Shipowners' Association (INSA)
- Persatuan Balai Lelang Indonesia (PERBALI)
- 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)
- Persatuan Perusahaan Real estat Indonesia (REI)

Asosiasi terkait hal umum & profesi:

- Asosiasi Emiten Indonesia (AEI)
- Asosiasi Perusahaan Sahabat Anak Indonesia (APSAI)
- Asosiasi Pengusaha Indonesia (APINDO)
- Ikatan Akuntan Indonesia (IAI)
- Indonesia Corporate Secretary Association (ICSA)
- Kamar Dagang dan Industri Indonesia (KADIN)
- Perhimpunan Hubungan Masyarakat Indonesia (PERHUMAS)

Astra Group plays an active role in various business organizations and associations to foster and maintain good relations with various parties in order to develop its network. Astra Group's involvement in business associations, among others:

Associations related to Astra business lines:

- Indonesian Motorcycle Industry Association (AISI)
- Automobile and Motorcycle Tools Industry Association (GIAMM)
- Indonesian Automotive Industry Association (GAIKINDO)
- Indonesian Life Insurance Association (AAJI)
- Indonesia Sharia Insurance Association (AASI)
- Indonesian General Insurance Association (AAUI)
- National Construction Services Association (GAPENSI)
- Indonesia Contractor Association (AKI)
- Indonesia Heavy Equipment Agents Association (PAABI)
- Indonesia Biofuel Producers Association (APROBI)
- Orang Rimba Social Development Partnership Forum
- Indonesia Palm Oil Association (GAPKI)
- Indonesia Peat Association (HGI)
- All Indonesian Genome Consortium
- Palm Oil Genome Oil Project
- Indonesia Toll Road Association (ATI)
- Indonesia Logistics & Forwarder Association (ALFI)
- Indonesia Express Delivery Service Company Association (ASPERINDO)
- Indonesia Vehicle Rental Company Association (ASPERKINDO)
- Indonesian National Shipowners' Association (INSA)
- Indonesia Auction Center Association (PERBALI)
- Information Technology Industry Association (AITI)
- Indonesia Computer Entrepreneurs Association (APKOMINDO)
- Indonesia Distributors, Agencies and Industrial Goods Trade Association (ARDIN INDONESIA)
- Employee and Office Equipment Maintenance Procurement Association
- Jakarta Mechanical and Electrical Engineering Company Association (APTEK)
- Indonesia Computer and Telematics Procurement Company Association (ASPEKMI)
- Indonesia Real Estate Company Association (REI)

Associations related to general & professional matters:

- Indonesia Public Companies Association (AEI)
- Indonesia Child Friendly Company Association (APSAI)
- Indonesia Entrepreneurs Association (APINDO)
- Indonesia Accountant Association (IAI)
- Indonesia Corporate Secretary Association (ICSA)
- Indonesia Chamber of Commerce and Industry (KADIN)
- Indonesia Public Relations Association (PERHUMAS)

# 65 Tahun Astra: Semangat Bergerak dan Tumbuh Bersama

65 Years of Astra: The Spirit of Moving and Growing Together \_\_\_\_\_

Berawal dari sebuah kantor kecil di Jalan Sabang nomor 36A, Jakarta dan mempekerjakan empat karyawan, Astra kini berkembang menjadi perusahaan besar dengan tujuh lini bisnis yang didukung lebih dari 198.203 Insan Astra yang berkarya di 270 anak perusahaan yang tersebar di seluruh penjuru tanah air. Di dalam 65 tahun perjalannya, Insan Astra bekerja keras untuk mencapai yang terbaik agar Astra dapat terus bergerak dan tumbuh untuk memajukan masyarakat dan bangsa.

Starting from a small office on Jalan Sabang number 36A, Jakarta and employing four employees, Astra has now grown into a large company with seven business lines supported by more than 198,203 Astra staff working in 270 subsidiaries spread across the country. In the 65 years that Astra has been in existence, the company has worked hard to achieve the best results, allowing it to continue to move forward and grow to contribute to the advancement of society and the nation.

Dalam rangka memperingati HUT ke-65, Astra menyelenggarakan rangkaian kegiatan sepanjang tahun 2022 dengan mengangkat tema "Semangat Bergerak dan Tumbuh Bersama". Rangkaian kegiatan dilaksanakan di beberapa wilayah meliputi Jawa, Sumatra, Sulawesi, Kalimantan, Bali, Nusa Tenggara dan Indonesia Bagian Timur. Untuk mengawali rangkaian kegiatan tersebut, perayaan HUT ke-65 Astra berlangsung melalui platform digital 65tahunastra.jagat.live yang menyuguhkan berbagai instalasi produk, inovasi, dan *sustainability showcase* dari Grup Astra beserta acara virtual lainnya yang terbuka bagi masyarakat umum. Pengunjung 65tahunastra.jagat.live sepanjang tahun 2022 mencapai 223.940 orang.

In commemoration of its 65<sup>th</sup> Anniversary, Astra organized a series of activities throughout 2022 under the theme "The Spirit of Moving and Growing Together". The sequence of activities was carried out in Java, Sumatra, Sulawesi, Kalimantan, Bali, Nusa Tenggara and Eastern Indonesia. To start the series of activities, Astra's 65<sup>th</sup> Anniversary celebration took place through the digital platform 65tahunastra.jagat.live which presented various product installations, innovations, and sustainability showcases from Astra Group along with other virtual events open to the general public. Visitors to 65tahunastra.jagat.live throughout 2022 reached 223,940 people.





**Jawa | Java**

**Perayaan Hari Pendidikan Nasional**  
National Education Day Celebration

Astra menghadirkan perayaan HUT ke-65 Astra secara virtual berupa pencapaian tayangan inspiratif yang mengangkat momentum Hari Pendidikan Nasional dengan nuansa Jawa. Perayaan HUT ke-65 Astra di Wilayah Jawa diawali dengan Kick Off National Showcase SMK BISA (Binaan Astra) di SMK PGRI 2 Ponorogo dan SMK Muhammadiyah 1 Kapanjen. Rangkaian HUT ke-65 Astra pada tema ini menghadirkan berbagai tayangan inspiratif yang terdiri dari *Sustainability Webinar*, *InnovNation Webinar*, *Astra Career Meet Up*, *Virtual Exhibition*, Kreasi Nusantara Wilayah Jawa, sampai Penghargaan Lomba Foto Astra dan Anugerah Pewarta Astra 2021.

Taking the momentum of National Education Day, Astra celebrated its 65th Anniversary virtually through inspirational shows with Javanese nuances. Astra's 65th Anniversary celebration in the Java region began with the Kick Off National Showcase of SMK BISA (Astra Assisted) at SMK PGRI 2 Ponorogo and SMK Muhammadiyah 1 Kapanjen. Inspirational shows that became a series of Astra's 65th Anniversary commemoration events included Sustainability Webinar, InnovNation Webinar, Astra Career Meet Up, Virtual Exhibition, Kreasi Nusantara Jawa Region, to Awarding Astra Photo Competition and Anugerah Pewarta Astra 2021.



**Sumatra | Sumatra**

**Perayaan Hari Lingkungan Hidup Sedunia**  
World Environment Day Celebration

Memperingati Hari Lingkungan Hidup Sedunia, Astra menghadirkan perayaan HUT ke-65 Astra secara virtual dengan nuansa Sumatra. Rangkaian HUT ke-65 Astra Wilayah Sumatra menyajikan berbagai tayangan inspiratif yang terdiri dari *Sustainability Webinar*, *Virtual Exhibition*, *InnovNation Webinar*, *Astra Career Meet Up* dan Kreasi Nusantara Wilayah Sumatra. Astra juga menanam 65.000 pohon secara bertahap yang diawali di Kabupaten Samosir dan memasang 65 panel surya di 65 KBA dan DSA.

To commemorate World Environment Day, Astra presents Astra's 65th Anniversary celebration virtually with the nuances of Sumatra. The 65th Anniversary of Astra Sumatra Region presented various inspirational shows such as a Sustainability Webinar, Virtual Exhibition, InnovNation Webinar, Astra Career Meet Up and Kreasi Nusantara Sumatra Region. Astra also planted 65,000 trees in stages starting in Samosir Regency and installed 65 solar panels in 65 KBA and DSA.



**Sulawesi | Sulawesi**

**Perayaan Hari UMKM Nasional dan HUT RI**  
National SMEs Day and Independence Day Celebration

Festival Kewirausahaan Astra 2022 membuka rangkaian HUT ke-65 Astra Wilayah Sulawesi dengan menyelenggarakan upacara pelepasan ekspor perdana produk unggulan dari tiga DSA, yaitu DSA Wakatobi, DSA Bombana, dan DSA Bone dengan total transaksi senilai Rp6,5 miliar di Makassar, Sulawesi Selatan.

The Astra Entrepreneurship Festival 2022 opened the series of Astra's 65th Anniversary in the Sulawesi Region by organizing a ceremony to release the first export of superior products from three DSA, namely DSA Wakatobi, DSA Bombana, and DSA Bone with a total transaction worth Rp6.5 billion in Makassar, South Sulawesi.



### Kalimantan | Kalimantan Perayaan Hari Lalu Lintas Bhayangkara Bhayangkara Traffic Day Celebration

Sebagai rangkaian hari ulang tahun (HUT) ke-65 Astra, Astra kembali melanjutkan rangkaian HUT bernuansa Wilayah Kalimantan seiring dengan momentum Hari Lalu Lintas Bhayangkara ke-67. Sejalan dengan momentum tersebut, Festival Indonesia Ayo Aman Berjalan Lintas 2022 menjadi pembuka rangkaian HUT ke-65 Astra Wilayah Kalimantan. Sejak tahun 2014, Astra menginisiasi program Indonesia Ayo Aman Berjalan Lintas (IAABL) dengan tujuan mengampanyekan penggunaan kendaraan secara tertib dan aman. Perayaan HUT ke-65 Astra Wilayah Kalimantan menyajikan berbagai tayangan inspiratif yang terdiri dari *Sustainability Webinar*, *Virtual Exhibition*, *InnovNation Webinar*, *Astra Career Meet Up* dan Kreasi Nusantara Wilayah Kalimantan.

As part of Astra's 65<sup>th</sup> Anniversary, Astra continues the series of celebrations in the Kalimantan Region along with the momentum of the 67<sup>th</sup> Bhayangkara Traffic Day. In line with this momentum, the Indonesia Ayo Aman Berjalan Lintas 2022 Festival opened Astra's 65<sup>th</sup> Anniversary in the Kalimantan Region. Since 2014, Astra has initiated the Indonesia Ayo Aman Berjalan Lintas (IAABL) program with the aim of campaigning for the use of vehicles in an orderly and safe manner. The 65<sup>th</sup> Anniversary of Astra Kalimantan Region presented various inspirational shows consisting of Sustainability Webinar, Virtual Exhibition, InnovNation Webinar, Astra Career Meet Up and Kreasi Nusantara Kalimantan Region.



### Bali, Nusa Tenggara, dan Indonesia Bagian Timur | Bali, Nusa Tenggara, and Eastern Indonesia Regions Festival Kesehatan Astra Astra Health Festival

Astra bersinergi dengan Kementerian Kesehatan dalam menyelenggarakan Festival Kesehatan Astra 2022 dalam memperingati Hari Kesehatan Nasional 2022 sebagai bentuk komitmen kontribusi dalam mewujudkan masyarakat Indonesia yang sehat yang sekaligus sebagai rangkaian HUT 65 Wilayah Bali, Nusa Tenggara, dan Indonesia Bagian Timur. Festival Kesehatan Astra 2022 diawali dengan peresmian Posyandu Purnama terintegrasi di Banjar Tegeh Sari, Desa Tonja, Kecamatan Denpasar Utara. Kemudian dilanjutkan dengan pencahangan Posyandu Prima di Desa Tonja, aktivitas kesehatan anak dan keluarga berupa rangkaian cuci tangan pakai sabun yang diikuti 650 peserta, lomba memasak makanan sehat keluarga, serta gerakan donor darah di wilayah Grup Astra di seluruh Indonesia.

Astra synergizes with the Ministry of Health in organizing the Astra Health Festival 2022 as a form of commitment to contribute to realizing a healthy Indonesian society which is also as the series of Astra's 65<sup>th</sup> Anniversary in Bali, Nusa Tenggara, and Eastern Indonesia Regions. The Astra Health Festival 2022 began with the inauguration of the Mother & Child Community Health Center Purnama in Banjar Tegeh Sari, Tonja Village, North Denpasar District. Then was followed by the launching of other & Child Community Health Center Prima in Tonja Village, child and family health activities of hand washing with soap which was attended by 650 participants, a family healthy food cooking competition, and a blood donor movement in the Astra Group coverage throughout Indonesia.



### Kolaborasi Bersama RAN Collaboration with RAN

Astra berkolaborasi bersama grup musik RAN dalam menciptakan sebuah lagu tema HUT ke-65 Astra berjudul “Selalu Bersama” yang video musiknya diluncurkan di kanal YouTube SATU Indonesia, RANforyourlife, vidio.com, dan digital platform 65tahunastra.jagat.live.

Astra collaborated with music group RAN in creating a theme song for Astra’s 65th Anniversary titled “Selalu Bersama”. The song’s music video was aired on SATU Indonesia’s YouTube channel, RANforyourlife, Vidio.com, and digital platform 65tahunastra.jagat.live.

### Webinar InnovNation InnovNation Webinar

Dengan membawa semangat berbagi, Astra mengadakan webinar InnovNation bertema “Transforming Innovation for Sustainability” yang diisi beberapa pembicara terkemuka, seperti Menteri Pendidikan, Kebudayaan, Riset, dan Teknologi Republik Indonesia Nadiem Makarim, Co- Founder Ruangguru, Iman Usman, CEO Kitabisa M. Alfatih Timur, Co-Founder Nafas Piotr Jakubowski, Penggiat Lingkungan dan Davina Veronica, dan Pendiri Kebun Kumara Soraya Cassandra.

Bringing the spirit of sharing, Astra held a InnovNation webinar with the theme “Transforming Innovation for Sustainability” which was filled with several prominent speakers, such as the Minister of Education, Culture, Research and Technology of the Republic of Indonesia Nadiem Makarim, Co-Founder of Ruangguru Iman Usman, CEO Kitabisa M. Alfatih Timur, Co-Founder of Nafas Piotr Jakubowski, Environmentalist Davina Veronica, and Founder of Kebun Kumara Soraya Cassandra.

### Experiential Learning Experiential Learning

Astra menyelenggarakan kegiatan yang bertujuan untuk mendorong partisipasi publik dalam menjawab tantangan di bidang pendidikan, kesehatan, lingkungan dan kewirausahaan melalui acara *Experiential Learning* dari narasumber ahli, yakni Dirjen Pendidikan Vokasi Kemendikbudristek RI Wikan Sakarinto, Praktisi Kesehatan Holistik Reza Gunawan, CEO Waste4Change Mohamad Bijaksana Junerosano, CEO ngelesin.com Anthonius, Relawan Eco Enzym Nusantara Paul Iskandar, serta Astra Startup Community & CEO desainggris.com Ade Suyitno.

Astra held a public event to encourage people to learn and actively participate in answering challenges in education, health, environment and entrepreneurship. The Experiential Learning event featured expert speakers, namely the Director General of Vocational Education of the Ministry of Education and Culture of the Republic of Indonesia Wikan Sakarinto, Holistic Health Practitioner Reza Gunawan, Waste4Change CEO Mohamad Bijaksana Junerosano, ngeLESin.com CEO Anthonius, Eco Enzym Nusantara Volunteer Paul Iskandar, and Astra Startup Community & desainggris.com CEO Ade Suyitno.

## Pencapaian Rangkaian Kegiatan 65 Tahun Astra

Astra’s 65<sup>th</sup> Anniversary Activity Series Achievements



**25,252**

Kantong darah terdistribusi  
Blood bags distributed



**65,000**

Paket sembako terdistribusi  
Basic food packages distributed



**650**

Paket Beasiswa  
Scholarship Packages



**89**

Narasumber & Pembicara  
Resource People & Speakers

# Peristiwa Penting 2022

## 2022 Event Highlights



01



02



03

### Januari

January

01

#### Astra Kembangkan Mesin Pirolisis untuk Mengolah Sampah Plastik

Astra mengembangkan mesin pirolisis yang merupakan bagian hilirisasi dari Gerakan Semangat Kurangi Plastik. Pirolisis merupakan proses dekomposisi senyawa organik yang terdapat dalam plastik melalui proses pemanasan dengan sedikit atau tanpa melibatkan oksigen menjadi pirodiesel. Bahan bakar pirodiesel yang dihasilkan dapat dimanfaatkan oleh masyarakat, salah satunya untuk bahan bakar perahu nelayan di Kampung Berseri Astra.

#### Astra Developed a Pyrolysis Machine to Process Plastic Waste

As part of Spirit of Plastic Reduction (Semangkup) movement, Astra produced a pyrolysis machine to reduce plastic waste. Pyrolysis decomposes organic compounds contained in plastic through a heating process with little or no oxygen, resulting in pyro-diesel as the final product. The pyrolysis machine does not require much electricity or take up much space, so it is suited to remote areas such as Kampung Berseri Astra (KBA).

### Maret

March

03

#### SATU Indonesia Awards Ajak Anak Muda untuk Semangat Bergerak dan Tumbuh Bersama

SATU Indonesia Awards kembali digelar tahun 2022 untuk menjangkau anak bangsa yang senantiasa memberikan manfaat bagi masyarakat melalui lima bidang, yaitu kesehatan, pendidikan, lingkungan, kewirausahaan, dan teknologi. Apresiasi SATU Indonesia Awards dimulai dengan pelaksanaan *Kick-Off* ke-13 yang mengangkat tema Semangat Bergerak dan Tumbuh Bersama. Dalam proses upacara tersebut juga diumumkan peluncuran buku elektronik SATU Indonesia Awards yang menceritakan kisah-kisah inspiratif seluruh penerima apresiasi SATU Indonesia Awards dari tahun ke tahun.

#### SATU Indonesia Awards Encourages the Youth to Move and Grow Together

The SATU Indonesia Awards were held again in 2022 to reward young people who have made contributions to society assist society in five areas, namely health, education, environment, entrepreneurship, and technology. The 2022 SATU Indonesia Awards began with the 13th *Kick-Off*, with the theme of "Semangat Bergerak dan Tumbuh Bersama". During the ceremony, the SATU Indonesia Awards e-book was launched. This book tells the inspiring stories of all SATU Indonesia Awards awardees from year to year.

### Februari

February

02

#### Astra, Hongkong Land, dan LOGOS Kembangkan Gudang Logistik Modern

Astra bersama Hongkong Land (HKL) mengumumkan pembentukan perusahaan patungan (*joint venture*) dengan LOGOS SE Asia Pte Ltd (LOGOS) untuk mengelola dan mengembangkan gudang logistik modern di Indonesia. Pembentukan perusahaan patungan ini akan memperluas ketersediaan fasilitas gudang modern untuk mendukung sektor logistik di Indonesia dan berkontribusi pada pertumbuhan ekonomi Indonesia.

#### Astra, Hongkong Land, and LOGOS Develop Modern Logistics Warehouse

Astra and Hongkong Land (HKL) announced the formation of a joint venture with LOGOS SE Asia Pte Ltd (LOGOS) to manage and develop a modern logistics warehouse in Indonesia. Establishing this joint venture will expand the availability of contemporary warehouse facilities to support the logistics sector in Indonesia and contribute to Indonesia's economic growth.

### April

April

04

#### Festival KBA-DSA 2022 Catatkan Transaksi Ekspor Lebih dari Rp10 Miliar

Penyelenggaraan Festival KBA-DSA 2022 mengusung tema "Revitalisasi, Inovasi, dan Sustainability Desa" untuk mendorong masyarakat agar dapat berinovasi dan tetap mewujudkan kehidupan yang tangguh dan berkesinambungan. Festival KBA-DSA 2022 menganugerahkan pemenang inovasi KBA-DSA, serta *kick off* ekspor produk pertanian DSA yang berupa lima belas kontainer kopi, dua kontainer gula semut, dan sepuluh kontainer *charcoal* ke Belanda dengan transaksi hingga Rp6,86 miliar.

#### KBA-DSA Festival 2022 Records Export Transactions of More than Rp10 Billion

The 2022 KBA-DSA Festival was themed around "Village Revitalization, Innovation, and Sustainability" to encourage communities to innovate and bring sustainability into their lifestyles. The 2022 KBA-DSA Festival awarded the winners of KBA-DSA innovations, as well as kicked off the export of DSA agricultural products in the form of fifteen containers of coffee, two containers of ant sugar, and ten containers of charcoal to the Netherlands, with transactions of up to Rp6.86 billion.



04



05



05



06

**Mei**

May

05

**Astra Luncurkan Astra 2030 Sustainability Aspirations**

Astra meluncurkan Astra 2030 Sustainability Aspirations yang akan memandu perjalanan transisi Grup Astra untuk menjadi perusahaan yang lebih berkelanjutan pada 2030 dan ke depannya. Terdapat 10 Sustainability Aspirations yang menjadi komitmen untuk bertransisi menuju perusahaan yang lebih berkelanjutan guna memberikan dampak positif kepada bumi dan iklimnya, bisnis Astra, dan masyarakat yang inklusif serta sejahtera.

**Astra Launched the Astra 2030 Sustainability Aspirations**

Astra Launched the Astra 2030 Sustainability Aspirations, which will guide the company's transition to become a more sustainable company in 2030 and beyond. The 10 Aspirations Aspirations serve as a commitment to transition to a more sustainable company, aiming at having a positive impact on the earth and its climate, Astra's business, and building an inclusive, as well as prosperous society.

**Astra Tanam 65.000 Pohon dan Pasang 65 Panel Surya**

Menyambut Hari Lingkungan Hidup Sedunia, Astra mengadakan penanaman pohon dan pemasangan panel surya dalam acara Festival Lingkungan Astra 2022 bertema "Climate Action, Through Community Development" yang diadakan di Samosir, Sumatra Utara. Astra telah memasang 65 panel surya di 65 KBA-DPA yang tersebar di seluruh Indonesia serta menanam secara bertahap 65.000 pohon yang diawali di Kabupaten Samosir kemudian dilanjutkan di seluruh Indonesia dengan sistem agroforestri.

**Astra Planted 65,000 Trees and Installed 65 Solar Panels**

To celebrate World Environment Day, Astra held a tree planting and solar panel installation in the Astra 2022 Environmental Festival themed "Climate Action, Through Community Development" held in Samosir, North Sumatra. Astra has installed 65 solar panels in 65 KBA-DPA spread across Indonesia and planted 65,000 trees in stages, starting in Samosir Regency and continuing throughout Indonesia with an agroforestry system.

**Juni**

June

06

**Astra Selenggarakan Astronauts, Kompetisi Inovasi Digital untuk Mahasiswa dan Startup**

Astra menginisiasi Astronauts untuk mendukung pengembangan inovasi digital dan teknologi bagi mahasiswa dan perusahaan rintisan di Indonesia dengan mengangkat tagline "Inspire. Innovate. Collaborate". Astronauts terbuka untuk seluruh peserta yang memiliki minat dalam pengembangan inovasi digital dan teknologi dengan pilihan lima bidang, yakni Future of Mobility, Future of Finance, Industry 4.0, Sustainability, hingga Emerging Technology. Sebanyak 932 peserta telah mendaftarkan diri pada program Astronauts dan diperoleh 465 ide.

**Astra Organizes Astronauts, Digital Innovation Competition for Students and Startups**

Astra initiated Astronauts to support the development of digital and technology innovation for students and startups in Indonesia with the theme "Inspire. Innovate. Collaborate". Astronauts is open to all participants interested in developing digital and technological innovations in five areas, such as the Future of Mobility, the Future of Finance, Industry 4.0, Sustainability, and Emerging Technology. 932 participants registered for the Astronauts program, and 465 ideas were obtained.



07



08



09

**Juli** \_\_\_\_\_ **07**  
**July** \_\_\_\_\_

**Astra Dukung Forum T20 Indonesia, Rumuskan Solusi Kemiskinan Multidimensi**

Astra mendukung kegiatan Side Event Think20 (T20) Indonesia yang diselenggarakan oleh Task Force 5 (TF5) T20, Fakultas Ekonomi dan Bisnis Universitas Indonesia (FEB UI), dan Oxford Poverty and Human Development Initiative (OPHI) Oxford University guna membahas isu terkait kemiskinan, ketimpangan, sumber daya manusia, dan kesejahteraan masyarakat. Mengangkat tema “*Multidimensional Poverty in the Midst of the COVID-19 Pandemic: A Commitment to Reducing Poverty in All Its Forms*”, kegiatan ini mengelaborasi pemikiran para ahli dan akademisi untuk mencari solusi atas tantangan isu kemiskinan yang dihadapi oleh negara-negara G20 dampak akibat pandemik.

**Astra Supports T20 Indonesia Forum, Formulating Multidimensional Poverty Solutions**

Astra supported the Think20 (T20) Indonesia Side Event organized by Task Force 5 (TF5) T20, Faculty of Economics and Business Universitas Indonesia (FEB UI), and Oxford University’s Oxford Poverty and Human Development Initiative (OPHI) to discuss issues related to poverty, inequality, human resources, and community welfare. With the theme “*Multidimensional Poverty in the Midst of the COVID-19 Pandemic: A Commitment to Reducing Poverty in All Its Forms*”, this event brought together experts and academics to find solutions to the challenges of poverty issues faced by G20 countries due to the pandemic.

**Agustus** \_\_\_\_\_ **08**  
**August** \_\_\_\_\_

**Grup Berinvestasi di Arkora Hydro**

Grup melalui anak usahanya, PT United Tractors Tbk berinvestasi di PT Arkora Hydro Tbk, sebuah perusahaan terbuka yang bergerak di bidang pembangkit listrik tenaga air, dengan kepemilikan saham sebesar 31,49%. Investasi ini sejalan dengan strategi pengembangan usaha Grup untuk menuju bisnis yang berkelanjutan.

**The Group Invested in Arkora Hydro**

The Group through its subsidiary, PT United Tractors Tbk, invested in PT Arkora Hydro Tbk, a public company focusing on hydro power generation, with a 31.49% shareholding. This investment is in line with the Group’s business development strategy towards a sustainable business.

**September** \_\_\_\_\_ **09**  
**September** \_\_\_\_\_

**Astra Mengakuisisi Bank Jasa Jakarta yang Direncanakan akan Bertransformasi Menjadi Bank Digital**

Astra melalui anak usahanya, PT Sedaya Multi Investama (Astra Financial), telah menyelesaikan transaksi akuisisi PT Bank Jasa Jakarta (BJJ) bersama WeLab melalui WeLab Sky Limited (WeLab Sky). Astra Financial dan WeLab Sky masing-masing memiliki saham BJJ sebesar 49,56%. depannya, BJJ direncanakan akan dijadikan sebagai bank digital inovatif di Indonesia.

**Astra Acquires Bank Jasa Jakarta which Proposed to be Transformed into a Digital Bank**

Through its subsidiary, PT Sedaya Multi Investama (Astra Financial), Astra has completed the acquisition transaction of PT Bank Jasa Jakarta (BJJ) with WeLab through WeLab Sky Limited (WeLab Sky). Astra Financial and WeLab Sky each own a 49.56% stake in BJJ. Going forward, BJJ is proposed to serve as an innovative digital bank in Indonesia.

**Oktober** \_\_\_\_\_ **10**  
**October** \_\_\_\_\_

**Astra Apresiasi Enam Sosok Generasi Muda Inspiratif**

Astra memberikan apresiasi kepada enam sosok inspiratif yang senantiasa memberikan kontribusi positif bagi bangsa dan masyarakat melalui lima bidang, yaitu kesehatan, pendidikan, lingkungan, kewirausahaan, teknologi serta satu kategori kelompok yang mewakili kelima bidang tersebut. Pemberian apresiasi dilakukan pada acara Awarding 13th SATU Indonesia Awards 2022. Dari 13.459 total peserta yang mendaftar 13th SATU Indonesia Awards 2022, ada enam penerima apresiasi tingkat nasional yang telah lolos serangkaian tahap seleksi.

**Astra Awards Six Inspirational Youth**

Astra awarded six national-level awardees with the award for making positive contributions to the nation and society. After being selected for this efforts in the five areas of health, education, environment, entrepreneurship, and technology, they were selected from over 13,459 participants.



**Astra dan Pertamina Bersinergi untuk Proyek Rendah Emisi**

Astra melalui PT Astra Agro Lestari Tbk (AAL) melakukan penandatanganan nota kesepahaman (MoU) dengan PT Pertamina tentang kerja sama dalam potensi hubungan bisnis dan pertukaran data untuk pengembangan proyek-proyek rendah emisi. Kerja sama ini bertujuan untuk mengembangkan proyek rendah emisi dengan utilisasi limbah kelapa sawit untuk menjadi produk bioetanol dan biometana yang dapat dimanfaatkan sebagai pengganti bahan bakar dan mendukung kemandirian energi nasional.

**Astra and Pertamina Synergize for Low Emission Project**

Through PT Astra Agro Lestari Tbk (AAL), Astra signed a Memorandum of understanding (MoU) with PT Pertamina to cooperate, share data, and look for potential business partnerships in developing low emission projects. This cooperation aims to develop low-emission projects by utilizing palm oil waste to become bioethanol and biomethane products that can be used as fuel substitutes and support national energy independence.

**November**

November 11

**Astra Dukung B20 Summit Dorong Pemerataan Akses dan Kualitas Pendidikan**

Dalam rangka mendorong pemerataan akses dan kualitas pendidikan di semua tingkatan, Astra mendukung Konferensi Tingkat Tinggi (KTT) B20 Summit Indonesia 2022 yang mengangkat tema “*Advancing Innovative, Inclusive and Collaborative Growth*” pada 13-14 November 2022 di Bali Nusa Dua Convention Center (BNDCC), Bali. Dukungan tersebut diwujudkan melalui penguatan pelaksanaan *link and match* yang diinisiasi B20 Future of Work and Education Task Force (FoWE TF) bersama Kamar Dagang dan Industri (KADIN) Indonesia dengan Astra bersama sejumlah anak usahanya, yaitu PT United Tractors Tbk, PT Astra Agro Lestari Tbk, PT Astra Otoparts Tbk, dan PT Astra Daihatsu Motor untuk meningkatkan kualitas pendidikan vokasi dengan memberikan pelatihan, pemagangan, dan memasukkan kurikulum yang sesuai dengan lapangan kerja di masa depan, terutama mengenai automasi, digitalisasi, Internet of Things (IoT), dan *cloud*.

**Astra Supports B20 Summit to Encourage Equitable Access and Quality of Education**

To encourage equitable access and quality of education at all levels, Astra supported the B20 Summit Indonesia 2022 with the theme “*Advancing Innovative, Inclusive and Collaborative Growth*” on November 13-14, 2022 at the Bali Nusa Dua Convention Center (BNDCC), Bali. This support is realized through strengthening the implementation of the link and match initiated by the B20 Future of Work and Education Task Force (FoWE TF) together with the Indonesian Chamber of Commerce and Industry (KADIN) with Astra and a number of its subsidiaries, namely PT United Tractors Tbk, PT Astra Agro Lestari Tbk, PT Astra Otoparts Tbk, and PT Astra Daihatsu Motor to improve the quality of vocational education by providing training, apprenticeship, and incorporating curriculum that is in accordance with future employment, especially regarding automation, digitization, Internet of Things (IoT), and cloud.

**Desember**

December 12

**Nurani Astra Salurkan Bantuan untuk Korban Gempa Bumi**

Grup Astra melalui program Nurani Astra menyalurkan berbagai bantuan tahap awal untuk masyarakat dan korban yang terdampak bencana gempa bumi di Kabupaten Cianjur, Jawa Barat. Hingga akhir Desember 2022, jumlah bantuan yang telah disalurkan mencapai Rp1,1 miliar dari total bantuan tahap awal sebesar Rp1,4 miliar. Paket bantuan yang disalurkan melalui Nurani Astra berupa paket sembako, pakaian layak pakai, layanan kesehatan, kebutuhan logistik lainnya seperti genset, tabung gas, lampu darurat, tenda, terpal, selimut, obat-obatan, perlengkapan kebersihan, kebutuhan anak dan wanita, serta bantuan ambulans dan kendaraan operasional Granmax Blind Van untuk mengangkut bantuan logistik.

**Nurani Astra Distributes Aid to Earthquake Victims**

Astra Group through the Nurani Astra program, distributed various first aid assistance to the community and victims affected by the earthquake disaster in Cianjur Regency, West Java. By the end of December 2022, the amount of aid that has been distributed has reached Rp1.1 billion of the total initial assistance of Rp1.4 billion. The aid packages distributed through Nurani Astra are in the form of food packages, clothing, health services, and other logistical needs such as generators, gas cylinders, emergency lights, tents, tarpaulins, blankets, medicines, cleaning equipment, children’s and women’s needs, as well as ambulance assistance and Granmax Blind Van operational vehicles to transport logistical assistance.





# Keberlanjutan bagi Astra

## Sustainability at Astra

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Corporate Culture

# Keberlanjutan bagi Astra

Sustainability at Astra

**Melalui Astra 2030 Sustainability Aspirations, Astra melangkah pasti dalam perjalanan untuk menjadi perusahaan yang lebih *sustainable* dan *resilient* pada tahun 2030 dan ke depannya.**

**Through Astra 2030 Sustainability Aspirations, Astra is taking a decisive step to be a more sustainable and resilient company by 2030 and beyond.**

Sesuai dengan butir pertama filosofi perusahaan Catur Dharma, Astra senantiasa berusaha menjadi milik yang bermanfaat bagi bangsa dan negara. Cita-cita Astra untuk Sejahtera Bersama Bangsa dapat dicapai melalui tata kelola dan strategi perusahaan yang berkelanjutan untuk meningkatkan nilai bagi para pemangku kepentingan, membangun dan mengembangkan Insan Astra, serta memberikan manfaat untuk masyarakat.

According to the first point of its corporate philosophy, Catur Dharma, Astra always strives to be an asset to the nation. Astra's aspiration to Prosper with the Nation can be reached through sustainable corporate governance and strategy to enhance values for stakeholders, build and develop Astra personnel, and give benefits to society.

## **SUSTAINABILITY FRAMEWORK: TRIPLE-P ROADMAP STRATEGY [SEOJK A.1]**

Sejak tahun 2010, Astra memiliki strategi keberlanjutan dengan nama Triple-P Roadmap Strategy, yang terdiri dari Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap, serta *Governance* sebagai *Key Enabler*.

## **SUSTAINABILITY FRAMEWORK: TRIPLE-P ROADMAP STRATEGY [SEOJK A.1]**

Astra's Triple-P Roadmap Strategy was created in 2010, and consists of Portfolio, People, and Public Contribution, with Governance as the Key Enabler.

Pada bulan Mei 2022, Astra melakukan rejuvinasi Triple-P Roadmap Strategy yang mengintegrasikan komitmen sustainability secara lengkap ke masing-masing pilar dan akan memandu perjalanan transisi kita untuk menjadi perusahaan yang lebih berkelanjutan.

In May 2022, Astra rejuvenated the Triple-P Roadmap Strategy, which fully integrates sustainability commitments into each of the pillars that will guide our transition journey to become a more sustainable company.

## **KOMITMEN KEBERLANJUTAN | SUSTAINABILITY COMMITMENT**



### **Portfolio** Sustainable & Resilience

**Kami bertransisi menuju perusahaan yang lebih *sustainable* dan *resilient* guna memberikan dampak positif kepada bumi dan iklimnya, bisnis kami, serta masyarakat**

We are transitioning to become a more sustainable and resilient business that has a positive impact on the planet and its climate, our business, and the communities we serve



### **People** Diverse & Inclusive

**Kami berkomitmen mewujudkan lingkungan kerja yang beragam dan inklusif, menarik serta mempertahankan talenta-talenta terbaik Indonesia agar Insan Astra dapat berkembang, berhasil dan sejahtera bersama bangsa**

We remain committed to a diverse and inclusive workplace to attract and retain Indonesia's best talent, enabling our people to develop, succeed and prosper with the nation

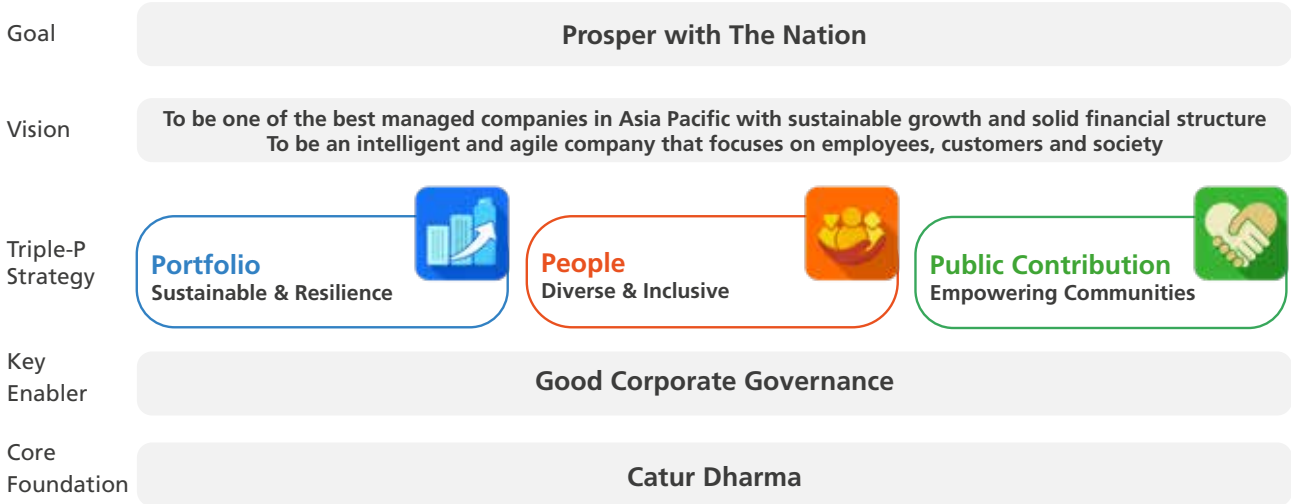


### **Public Contribution** Empowering Communities

**Kami memberdayakan dan mendukung masyarakat demi masa depan yang lebih baik untuk semua**

We are empowering and supporting communities for a better future for all

## ASTRA'S TRIPLE-P ROADMAP STRATEGY: SUSTAINABILITY FRAMEWORK



Untuk menjalankan Triple-P Roadmap Strategy, Astra mengembangkan dan mengimplementasikan Astra Code of Conduct, Astra Board Manuals, Astra System of Management untuk membangun usaha yang berkelanjutan. Astra juga memiliki panduan implementasi Astra Green Company (AGC) dan Astra Friendly Company (AFC) yang telah menggabungkan standar nasional dan internasional di bidang lingkungan, K3, dan sosial. [GRI 2-24]

To carry out the Triple-P Roadmap Strategy, Astra developed and implemented the Astra Code of Conduct, Astra Board Manuals, and Astra System of Management to build a sustainable business. Astra also has Astra Green Company (AGC) and Astra Friendly Company (AFC) implementation guidelines that have combined national and international standards in the fields of environment, OHS, and social. [GRI 2-24]

### ASTRA 2030 SUSTAINABILITY ASPIRATIONS

Pada Bulan Mei 2022, berdasarkan Triple-P Roadmap Strategy yang telah direjuvenasi, Astra meluncurkan Astra 2030 Sustainability Aspirations dengan 10 Sustainability Aspirations, Flagship Initiatives, dan target-target terukur yang menjadi payung strategi dalam transisi Astra untuk menjadi perusahaan yang lebih berkelanjutan dan tangguh pada tahun 2030 dan ke depannya.

### ASTRA 2030 SUSTAINABILITY ASPIRATIONS

Astra launched Astra 2030 Sustainability Aspirations based on the rejuvenated Triple-P Roadmap in May 2022, with 10 Sustainability Aspirations, Flagship Initiatives, and measurable targets that serve as an umbrella strategy in Astra's transition to become a more sustainable, resilient company in 2030 and beyond.

Melalui Astra 2030 Sustainability Aspirations, Astra berkomitmen untuk memadukan fokus Astra pada masyarakat dengan fokus pada iklim dan planet, menyeimbangkan kebutuhan generasi saat ini dan generasi masa depan, berkontribusi kepada pertumbuhan dan ketahanan ekonomi Indonesia, serta mendukung masyarakat yang inklusif dan sejahtera.

Through the Astra 2030 Sustainability Aspirations, Astra is committed to integrating its focus on people with its emphasis on climate and the planet, balancing the needs of current and future generations, contributing to Indonesia's economic growth and resilience, and supporting inclusive and prosperous societies.

Pelaksanaan Astra 2030 Sustainability Aspirations di tahun 2022 telah memberikan hasil awal yang positif. Salah satunya terlihat dari hasil penilaian risiko ESG yang dilakukan oleh Sustainalytics membaik dari nilai risiko 42,9 (*Severe Risk*) menjadi 34,4 (*High Risk*), serta kenaikan peringkat dari peringkat 66 menjadi peringkat 18 untuk kategori *Industrial Conglomerates*.

Implementation of Astra 2030 Sustainability Aspirations in 2022 has delivered initial positive results, as evidenced among others from the ESG risk assessment results conducted by Sustainalytics improved from a risk score of 42.9 (*Severe Risk*) to 34.4 (*High Risk*), as well as an increase in ranking from 66th to 18th in the *Industrial Conglomerates* category.

# Astra 2030 Sustainability Aspirations

## Portfolio



### Penurunan Emisi Gas Rumah Kaca

#### Reduce Greenhouse Gas Emission

Menurunkan emisi gas rumah kaca Grup Astra *scope* 1 dan 2 sebesar 30% dari *baseline* 2019

Reduce group-wide *scope* 1 and 2 greenhouse gas by 30% compared to 2019 baseline



### Pengelolaan Energi

#### Energy Management

50% bauran energi terbarukan untuk mendukung kegiatan operasional  
50% renewable energy to supply operations



### Pengelolaan Limbah Padat

#### Solid Waste Management

Mencapai hingga 99% daur ulang dan *recovery* limbah padat  
Achieve 99% solid waste recycling and *recovery*



### Pengelolaan Air & Air Limbah

#### Water & Wastewater Management

Mengurangi intensitas pengambilan air Grup Astra sebesar 15% dari *baseline* 2019

Reduce group-wide water withdrawal intensity by 15% compared to 2019 baseline



### Ketahanan Model Bisnis

#### Business Model Resilience

Meningkatkan *business resilience* dengan meningkatkan pendapatan non-batu bara hingga 88%

Increase our business resilience by growing non-coal revenues to 88%



## Key Enabler

Tata Kelola Perusahaan yang Baik  
Good Corporate Governance

**People**



**Keberagaman & Inklusivitas Karyawan**  
Employee Diversity & Inclusion

Mendukung keberagaman dan inklusivitas karyawan, dengan fokus pada gender  
Champion actions to support employee diversity and inclusion, focusing on gender



**Keselamatan & Kesehatan Kerja**  
Occupational Health & Safety

Mencapai *zero fatality* tenaga kerja dan pengurangan 60% tingkat *lost-time injury* Grup Astra dari *baseline* 2019  
Achieve group-wide zero workforce fatalities and 60% reduction in lost time injury rate compared to 2019 baseline



**Keberagaman & Inklusivitas Manajemen**  
Board Diversity & Inclusion

Mendukung keberagaman dan inklusivitas di level eksekutif, Direksi, Dewan Komisaris, dengan fokus pada gender  
Champion actions that support board and executive leadership diversity and inclusion, focusing on gender

**Public Contribution**



**Pengembangan Masyarakat**  
Community Development

Menjangkau 2,5 juta penerima manfaat melalui program pengembangan masyarakat  
Reach 2.5 million people through our community development programs

**Terus memperkuat tata kelola perusahaan kami dengan standar internasional**  
Continue to strengthen our corporate governance to international standards

## 7 FLAGSHIP INITIATIVES

Pencapaian Astra 2030 Sustainability Aspirations yang memuat 10 Sustainability Aspirations akan didukung melalui 7 Flagship Initiatives yang diterapkan di seluruh Grup Astra.

## 7 FLAGSHIP INITIATIVES

Astra 2030 Sustainability Aspirations achievement which contains 10 Sustainability Aspirations and 7 Flagship Initiatives is implemented across the Astra Group.

# 7 Flagship Initiatives



### Fuel Smart

**Meningkatkan kemajuan yang telah dicapai oleh semua unit bisnis kami dalam efisiensi bahan bakar dan energi**

Building on the progress that all our business units have already made in fuel and energy efficiency



### Renew & Reduce

**Meningkatkan kapasitas energi terbarukan dalam operasional kami**

Increasing our renewable capacity in our operations



### Go Nature

**Menerapkan *Nature Based Solution*, dimulai dengan inisiatif menanam tiga juta pohon**

Deploying Nature Based Solutions, starting with an initiative to plant three million trees



### Renewable Future

**Fokus pada peningkatan proyek dan investasi kami pada energi terbarukan**

Focusing on scaling up our renewable energy projects and investments



### Future of Mobility

**Melakukan investasi pada ekosistem kendaraan listrik di Indonesia**

Pursuing investments in the electric vehicle ecosystem in Indonesia



### Future of Mines

**Fokus pada diversifikasi ke pertambangan mineral non-batu bara**

Focusing on diversifying into non-coal mineral mining



### Astra for Everyone






**Meluncurkan program tentang keberagaman, kesetaraan & inklusi, dengan fokus pada gender**

Rolling out programs on diversity, equity and inclusion, focusing on gender






# Astra 2030 Sustainability Aspirations Target Tracker [SEOJK F.3]

## Astra 2030 Sustainability Aspirations Target Tracker


| Portfolio Roadmap<br>Sustainable & Resilience                                       |                                                                                                                                                                        | Target 2030<br>Target by 2030                         | Pencapaian 2022<br>2022 Achievements                  |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------|
|    | <p><b>Menurunkan emisi gas rumah kaca Grup Astra scope 1 dan 2 dari baseline 2019</b><br/>Reduce group-wide scope 1 and 2 greenhouse gas compared to 2019 baseline</p> | Penurunan sebesar 30%<br>30% reduction                | Penurunan sebesar 10%<br>10% reduction                |
|    | <p><b>Meningkatkan bauran energi terbarukan</b><br/>Increase renewable energy mix</p>                                                                                  | Mencapai 50%<br>Reaching 50%                          | Mencapai 43%<br>Reaching 43%                          |
|   | <p><b>Mengurangi intensitas pengambilan air dari baseline 2019</b><br/>Reduce water withdrawal intensity compared to 2019 baseline</p>                                 | Penurunan sebesar 15%<br>15% reduction                | Penurunan sebesar 24%<br>24% reduction                |
|  | <p><b>Daur ulang dan recovery limbah padat</b><br/>Solid waste recycling and recovery</p>                                                                              | Mencapai hingga 99%<br>Achieving 99%                  | Mencapai hingga 98,99%<br>Achieving 98.99%            |
|  | <p><b>Meningkatkan pendapatan non-batu bara</b><br/>Increase non-coal revenues</p>                                                                                     | 88% pendapatan non-batu bara<br>88% non-coal revenues | 74% pendapatan non-batu bara<br>74% non-coal revenues |


**People Roadmap**  
Diverse & Inclusive



|                                                                                                                                                                                                                                                                                       | Target 2030<br>Target by 2030                                                                                                                                                  | Pencapaian 2022<br>2022 Achievements                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
|  <p><b>Mengurangi tingkat <i>lost-time injury</i> dari <i>baseline</i> 2019</b><br/>Reduce lost time injury rate compared to 2019 baseline</p>                                                       | Pengurangan 60%<br>60% reduction                                                                                                                                               | Pengurangan 71%<br>71% Reduction                                                                                   |
|  <p><b>Keberagaman dan inklusivitas karyawan yang berfokus pada gender</b><br/>Employee diversity and inclusion focusing on gender</p>                                                               | Mendukung keberagaman dan inklusivitas karyawan<br>Champion actions to support employee diversity and inclusion                                                                | Meluncurkan Program DE&I for Leaders<br>DE&I for Leaders Program Launching                                         |
|  <p><b>Keberagaman dan inklusivitas di level eksekutif, Direksi dan Dewan Komisaris yang berfokus pada gender</b><br/>Board and executive leadership diversity and inclusion focusing on gender</p> | Mendukung keberagaman dan inklusivitas di level eksekutif, Direksi dan Dewan Komisaris<br>Champion actions that support board and executive leadership diversity and inclusion | Meluncurkan Program AWESOME (Astra Women Support System)<br>AWESOME (Astra Women Support System) Program Launching |

**Public Contribution Roadmap**  
Empowering Communities



|                                                                                                                                                                                                                                   | Target 2030<br>Target by 2030                          | Pencapaian 2022<br>2022 Achievements                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------|
|  <p><b>Menjangkau penerima manfaat melalui program pengembangan masyarakat</b><br/>Reach people through our community development programs</p> | 2,5 juta penerima manfaat<br>2.5 million beneficiaries | 2,12 juta penerima manfaat<br>2.12 million beneficiaries |

**Key Enabler**  
Terus memperkuat tata kelola perusahaan kami dengan standar internasional  
Continue to strengthen our corporate governance to international standards

**BUDAYA PERUSAHAAN [SEOJK F.1]**

Perseroan memiliki sejarah dan budaya perusahaan yang kuat dengan filosofi Catur Dharma yang telah diwariskan oleh pendiri Perseroan. Dengan berjalannya waktu dan perkembangan Perseroan menjadi salah satu grup usaha nasional terbesar di tanah air, nilai-nilai luhur tersebut terus berfungsi sebagai perekat ikatan pada perusahaan yang tergabung dalam Grup Astra, dengan didukung Sistem Manajemen Astra yang unik untuk meraih pertumbuhan yang berkelanjutan pada masa mendatang.

Penerapan budaya korporasi Perseroan berdasarkan nilai-nilai Catur Dharma, pada dasarnya menuntut komitmen, integritas, dedikasi, dan kompetensi yang unggul. Dengan demikian, setiap Insan Astra dapat memberikan pelayanan terbaik bagi konsumen, kerja sama yang erat dan sikap menghargai setiap individu serta pencapaian kinerja terbaik.

**CORPORATE CULTURE [SEOJK F.1]**

The Company has a notable history and strong corporate culture based on the Catur Dharma philosophy, which was inherited from the Company's founder. With time as the Company grows and emerges as one of the country's largest corporations, Catur Dharma continues to be a binding legacy that unites all companies under Astra Group, supported by its unique Astra Management System to enable achieving sustainable growth going forward.

Implementation of the corporate culture based on Catur Dharma principles essentially requires commitment, integrity, dedication, and strong competency. By meeting these qualities, all individuals within the Company are able to offer the best service for customers, to establish teamwork and embed deep respect in every individual to achieve optimum performance.



Sosialisasi dan internalisasi budaya perusahaan dimulai sejak pertama kali karyawan bergabung dengan Perseroan melalui program orientasi karyawan, sedangkan implementasinya di seluruh jenjang organisasi terus dievaluasi dan ditingkatkan secara berkesinambungan. Melalui kesetaraan sikap dan perilaku berdasarkan Catur Dharma, diharapkan akan mewujudkan masing-masing individu dan Perseroan untuk menjadi yang bermanfaat bagi bangsa dan negara.

Untuk menjaga efektivitas pemahaman dan implementasi budaya perusahaan dalam lingkup Grup Astra yang terus bertumbuh besar dan luas, Perseroan menilai penting untuk melakukan penguatan budaya perusahaan. Program penguatan terhadap sikap-sikap dasar dan pengembangan nilai-nilai perusahaan dilakukan secara berkala dilanjutkan dengan internalisasi dan sosialisasi secara bertahap kepada seluruh insan dalam Grup Astra serta merancang mekanisme yang memfasilitasi kelancaran pelaksanaan serta perbaikannya.

Socialization and internalization of the corporate culture begins upon employees joining the Company, which is delivered by way of employee orientation programs, while its dissemination across organizations is continually evaluated and improved. By practicing uniformity of behavior consistent with Catur Dharma principle, the Company along with all employees aspires to become an asset to the nation.

To sustain maximum understanding and implementation of the corporate culture across its fast-growing organization, the Company believes it is important to continually promote efforts to strengthen the corporate culture. Programs to strengthen basic attitudes and corporate values are carried out periodically, followed by gradual internalization and socialization to all individuals within Astra Group. A mechanism is designed to facilitate smooth implementation and improve processes.





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# Mengelola Keberlanjutan di Astra

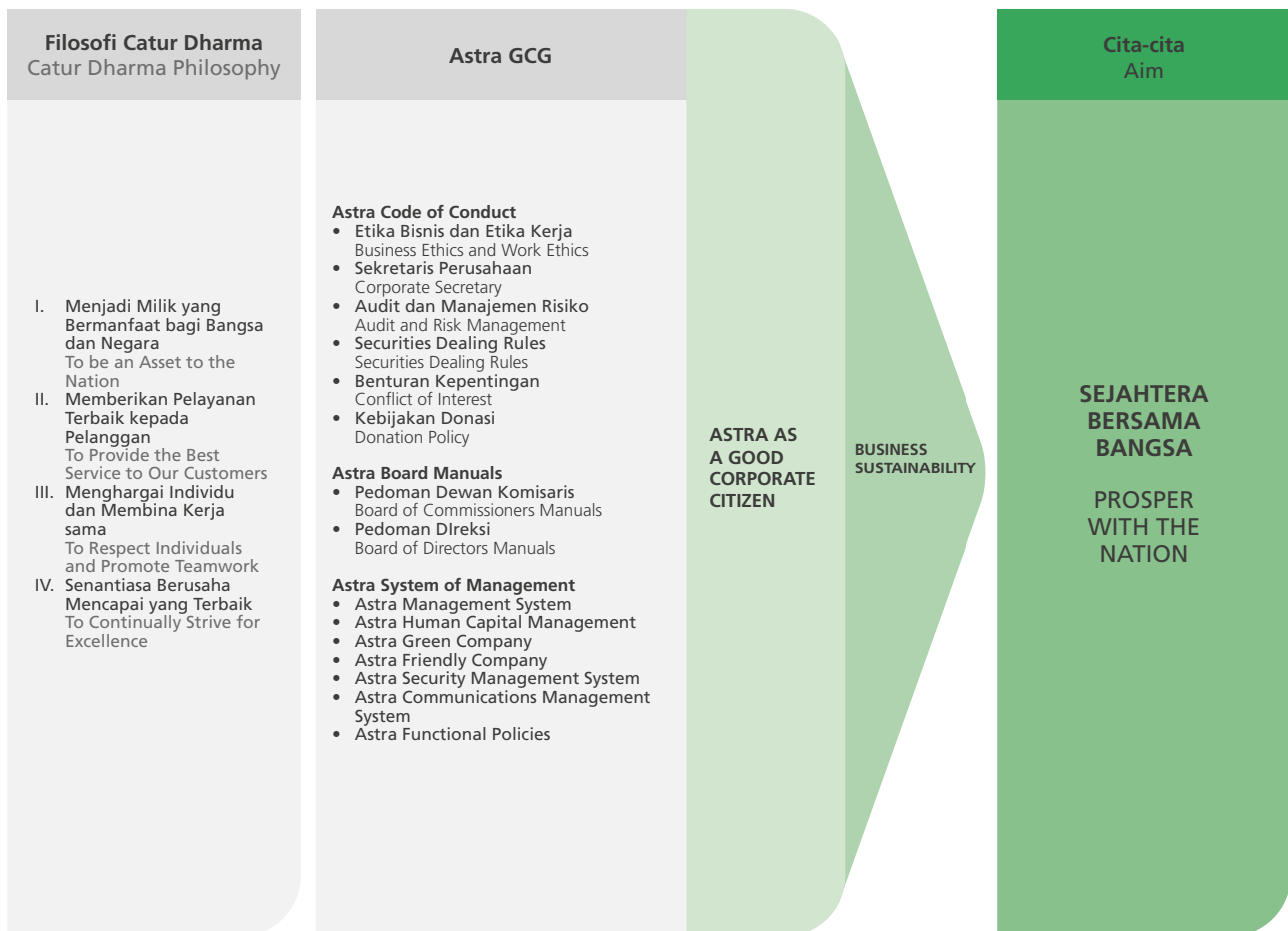
## Sustainability Governance at Astra

Astra menyadari bahwa keberlanjutan suatu perusahaan (*Business Sustainability*) sangat dipengaruhi oleh perilaku perusahaan tersebut sebagai warga korporasi. Oleh karenanya, Astra meneguhkan niatnya untuk menjadi warga korporasi yang baik (*Good Corporate Citizen*) yang bersikap dan berperilaku selaras dengan peraturan perundang-undangan dan etika, mengimplementasikan sistem manajemen yang efektif, serta memberikan manfaat bagi masyarakat luas.

Astra believes that the sustainability of a company is strongly influenced by the behavior of the company as a corporate citizen. Therefore, Astra has affirmed its intention to be a Good Corporate Citizen that behaves and acts in harmony with regulations and ethics, implements an effective management system, and provides benefits to the wider community.

Dalam rangka membangun Astra sebagai *Good Corporate Citizen*, maka disusun suatu pedoman bagi seluruh karyawan Astra untuk bersikap dan berperilaku secara pantas, yaitu Astra Good Corporate Governance ("Astra GCG"). Astra GCG disusun berlandaskan pada filosofi Perseroan, yaitu Catur Dharma, dengan memperhatikan prinsip-prinsip tata kelola perusahaan yang baik dan prinsip-prinsip *Environment, Social, and Governance* ("ESG").

In order to develop Astra as a Good Corporate Citizen, a guideline is established for all Astra employees to behave and act in an appropriate manner, known as Astra Good Corporate Governance ("Astra GCG"). The Astra GCG has been prepared based on Astra corporate philosophy, Catur Dharma, with due observance to the principles of good corporate governance and principles of *Environment, Social, and Governance* ("ESG").



**BADAN TATA KELOLA [GRI 2-9][GRI 2-11]**

Sebagai perseroan terbatas yang didirikan berdasarkan hukum negara Republik Indonesia, Astra memiliki 3 (tiga) organ tata kelola tertinggi, yang terdiri dari:

- Rapat Umum Pemegang Saham
- Dewan Komisaris
- Direksi

Setiap organ memiliki tugas dan wewenangnya masing-masing dan independen dalam menjalankan tugas dan wewenangnya sesuai dengan Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku.

Rapat Umum Pemegang Saham, pada dasarnya, 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 menjalankan fungsi pengawasan, sedangkan Direksi bertugas menjalankan kepengurusan Perseroan.

- **Rapat Umum Pemegang Saham (RUPS)**  
RUPS Perseroan memiliki wewenang yang tidak diberikan kepada Dewan Komisaris dan Direksi, dengan batasan yang ditentukan dalam peraturan perundang-undangan dan/atau Anggaran Dasar Perseroan.

Wewenang tersebut mencakup pengambilan keputusan terhadap hal-hal sebagai berikut:

- Persetujuan atas Laporan Tahunan dan pengesahan laporan Dewan Komisaris dan Laporan Keuangan Perseroan;
- Penggunaan laba bersih Perseroan;
- Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi, serta penetapan remunerasi anggota Dewan Komisaris dan Direksi;
- Penggabungan, peleburan, atau pemisahan Perseroan;
- Perubahan Anggaran Dasar Perseroan;
- Rencana Perseroan untuk melakukan transaksi yang melebihi nilai tertentu dan/atau transaksi yang mengandung benturan kepentingan tertentu.

**GOVERNANCE BODIES [GRI 2-9][GRI 2-11]**

As a limited liability company established under the laws of the Republic of Indonesia, Astra has 3 (three) highest governance bodies comprising the following:

- General Meeting of Shareholders
- Board of Commissioners
- Board of Directors

Each has its own duties and authorities, and each of them is independent in performing duties and authorities in accordance with the Company's Articles of Association and prevailing laws and regulations.

The General Meeting of Shareholders, in principle, 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 restructuring of the Company. The Board of Commissioners carries out an oversight function, while the Board of Directors is in charge of the management of the Company.

- **General Meeting of Shareholders (GMS)**  
The Company's GMS has authority that is not granted to the Board of Commissioners and the Board of Directors, within the limits determined in the laws and regulations and/or the Company's Articles of Association.

This authority includes decision making in regard to the following matters:

- Approval of the Annual Report and ratification of the Board of Commissioners' report and the Company's Financial Statements;
- Utilization of the Company's net profit;
- Appointment and dismissal of members of the Board of Commissioners and the Board of Directors, as well as the determination of the remuneration of members of the Board of Commissioners and the Board of Directors;
- Merger, consolidation, and spin off of the Company;
- Amendments to the Company's Articles of Association;
- The Company's plan to carry out transactions exceeding certain threshold and/or certain conflict of interests' transactions.

- **Dewan Komisaris**

Dewan Komisaris Perseroan mengawasi kebijakan kepengurusan yang ditetapkan oleh Direksi, serta mengawasi dan memberikan nasihat kepada Direksi dalam menjalankan kepengurusan sesuai dengan Pedoman Dewan Komisaris Perseroan, Anggaran Dasar dan peraturan perundang-undangan yang berlaku, serta dengan memperhatikan prinsip-prinsip Astra GCG.

Komposisi Dewan Komisaris telah melalui proses nominasi dan seleksi yang mewakili keberagaman komposisi dari sisi keterwakilan pemegang saham, usia, *gender*, keahlian, pengalaman kerja, latar pendidikan, dan kompetensi pada aspek-aspek keberlanjutan. Pengangkatan Anggota Dewan Komisaris telah melalui persetujuan Rapat Umum Pemegang Saham (RUPS). [GRI 2-10]

Pada tahun 2022, Perseroan memiliki 4 (empat) Komisaris Independen dari total 10 (sepuluh) anggota Dewan Komisaris Perseroan. Setiap Komisaris Independen Perseroan telah membuat surat pernyataan independensi sesuai dengan ketentuan Otoritas Jasa Keuangan (OJK). Seluruh Dewan Komisaris tidak ada yang merangkap jabatan sebagai Direksi di Perseroan. [GRI 2-11]

Dewan Komisaris Perseroan telah membentuk 3 komite khusus untuk membantu pelaksanaan tugasnya, yaitu:

- Komite Audit;
- Komite Nominasi dan Remunerasi; dan
- Komite Eksekutif.

- **Direksi**

Direksi Perseroan memimpin dan mengelola Perseroan untuk kepentingan Perseroan sesuai dengan maksud dan tujuan Perseroan, Pedoman Direksi Perseroan, Anggaran Dasar, dan peraturan perundang-undangan yang berlaku serta dengan memperhatikan prinsip-prinsip Astra GCG.

Komposisi Anggota Direksi telah melalui proses nominasi dan seleksi yang mewakili keberagaman komposisi dari sisi keterwakilan pemegang saham, usia, *gender*, keahlian, pengalaman kerja, latar pendidikan, dan kompetensi pada aspek-aspek keberlanjutan. Pengangkatan Anggota Direksi telah melalui persetujuan Rapat Umum Pemegang Saham (RUPS). [GRI 2-10]

- **Board of Commissioners**

The Board of Commissioners oversees management policies made by the Board of Directors and oversees and advises the Board of Directors in accordance with the Company's Board of Commissioners Charter, Articles of Association and prevailing rules and regulations with due regard to Astra GCG principles.

The Board of Commissioners was formed through a nomination and selection process that resulted in a diversified composition regarding shareholder representation, age, gender, expertise, job experience, academic background, and sustainability competence. The General Meeting of Shareholders (GMS) has approved the appointment of members of the Board of Commissioners. [GRI 2-10]

In 2022, the Company had 4 (four) Independent Commissioners out of 10 (ten) members of the Company's Board of Commissioners. Each Independent Commissioner of the Company has made a statement of independence in accordance with the provisions of the Financial Services Authority (OJK). None of the Board of Commissioners hold concurrent positions as Directors in the Company. [GRI 2-11]

The Company's Board of Commissioners has established three specialized committees to assist in the execution of its duties, namely:

- Audit Committee;
- Nomination and Remuneration Committee; and
- Executive Committee.

- **Board of Directors**

The Board of Directors leads and manages the Company in the interest of the Company, in accordance with the purposes and objectives of the Company, Company's Board of Directors Charter, Articles of Association and prevailing laws, and regulations with due regard to Astra GCG principles.

The Board of Directors was formed through a nomination and selection process that resulted in a diverse composition regarding shareholder representation, age, gender, expertise, job experience, academic background, and sustainability competence. The General Meeting of Shareholders (GMS) has approved the appointment of members of the Board of Directors. [GRI 2-10]

**Susunan Dewan Komisaris dan Direksi [GRI 2-9]**  
**Composition of the Board of Commissioners of the Company**

| Nama Dewan Komisaris<br>Name of the Board of Commissioners | Jabatan Position                                 | Gender        | Komisaris Independen<br>Independent Commissioner | Lama masa jabatan di posisi yang sama hingga 2022<br>Length of tenure in the same position until 2022 | Jabatan di Perseroan atau Institusi lain<br>Position in other Companies or Institutions                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------------|--------------------------------------------------|---------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prijono Sugiarto                                           | Presiden Komisaris<br>President Commissioner     | Pria Male     | -                                                | 2 tahun 6 bulan<br>2 years and 6 months                                                               | Direktur Hongkong Land.<br>Director of Hongkong Land.                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Sri Indrastuti Hadiputranto                                | Komisaris Independen<br>Independent Commissioner | Wanita Female | √                                                | 5 tahun<br>5 years                                                                                    | Penasehat Senior Grup Gajah Tunggal dan PT Morgan Stanley Asia Indonesia, Presiden Komisaris PT Mitra Adiperkasa Tbk dan Direktur Utama PT Bali Turtle Island Development (Kura Kura Bali).<br>Senior Advisor of Gajah Tunggal Group dan PT Morgan Stanley Asia Indonesia, President Commissioner of PT Mitra Adiperkasa Tbk dan President Director of PT Bali Turtle Island Development (Kura Kura Bali).                                                                         |
| Rahmat Waluyanto                                           | Komisaris Independen<br>Independent Commissioner | Pria Male     | √                                                | 2 tahun 6 bulan<br>2 years and 6 months                                                               | Komisaris Independen PT Bank Permata Tbk.<br>Independent Commissioner at PT Bank Permata Tbk.                                                                                                                                                                                                                                                                                                                                                                                      |
| Bambang Permadi Soemantri Brodjonegoro                     | Komisaris Independen<br>Independent Commissioner | Pria Male     | √                                                | 1 tahun 6 bulan<br>1 year and 6 months                                                                | Komisaris Utama/Komisaris Independen PT Telkom Indonesia (Persero) Tbk, Presiden Komisaris PT Bukalapak.com Tbk, Komisaris Independen PT TBS Energi Utama Tbk, dan Komisaris Independen PT Indofood Sukses Makmur Tbk.<br>President Commissioner/Independent Commissioner of PT Telkom Indonesia (Persero) Tbk, President Commissioner of PT Bukalapak.com Tbk, Independent Commissioner of PT TBS Energi Utama Tbk, and Independent Commissioner of PT Indofood Sukses Makmur Tbk |
| Apinont Suchewaboripont                                    | Komisaris Independen<br>Independent Commissioner | Pria Male     | √                                                | 2 tahun 6 bulan<br>2 years and 6 months                                                               | Executive Vice President Toyota Daihatsu Engineering & Manufacturing (TDEM) dan Direktur Siam Toyota Manufacturing (STM).<br>Executive Vice President Toyota Daihatsu Engineering & Manufacturing (TDEM) and Direktur Siam Toyota Manufacturing (STM).                                                                                                                                                                                                                             |
| Anthony John Liddell Nightingale                           | Komisaris<br>Commissioner                        | Pria Male     | -                                                | 22 Tahun 7 Bulan<br>22 years and 7 months                                                             | Direktur Jardine Matheson Holdings, Hongkong Land, Shui On Land Limited dan Vitasoy International Holdings Limited.<br>Director at Jardine Matheson Holdings, Hongkong Land, Shui On Land Limited and Vitasoy International Holdings Limited.                                                                                                                                                                                                                                      |
| Benjamin William Keswick                                   | Komisaris<br>Commissioner                        | Pria Male     | -                                                | 15 tahun 7 bulan<br>15 years and 7 months                                                             | Executive Chairman Jardine Matheson, Chairman Jardine Cycle & Carriage dan Hongkong Land.<br>Executive Chairman Jardine Matheson, Chairman Jardine Cycle & Carriage dan Hongkong Land.                                                                                                                                                                                                                                                                                             |
| John Raymond Witt                                          | Komisaris<br>Commissioner                        | Pria Male     | -                                                | 6 tahun 8 bulan<br>6 years and 8 months                                                               | Managing Director di Jardine Matheson Holdings Limited, Jardine Strategic dan Hongkong Land.<br>Managing Director of Jardine Matheson Holdings Limited, Jardine Strategic and Hongkong Land.                                                                                                                                                                                                                                                                                       |
| Stephen Patrick Gore                                       | Komisaris<br>Commissioner                        | Pria Male     | -                                                | 3 tahun 8 bulan<br>3 years and 8 months                                                               | Director of Business Development Jardine Cycle & Carriage Limited dan Direktur Siam City Cement and Refrigeration Electrical Engineering Corporation.<br>Director of Business Development Jardine Cycle & Carriage Limited, Director at Siam City Cement and Refrigeration Electrical Engineering Corporation.                                                                                                                                                                     |
| Benjamin Herrenden Birks                                   | Komisaris<br>Commissioner                        | Pria Male     | -                                                | 2 tahun 6 bulan<br>2 years and 6 months                                                               | Group Managing Director Jardine Cycle & Carriage, Komisaris PT United Tractors Tbk dan Chairman dari MINDSET, lembaga non-profit terdaftar Jardine Matheson Singapura.<br>Group Managing Director of Jardine Cycle & Carriage, Commissioner of PT United Tractors Tbk and Chairman of MINDSET, a registered charity of Jardine Matheson in Singapore.                                                                                                                              |

| Nama Direksi<br>Name of the Board of Directors | Jabatan<br>Position                           | Gender           | Eksekutif/<br>Non-<br>Eksekutif<br>Executive/<br>Non-<br>Executive | Lama masa<br>jabatan di<br>posisi yang<br>sama hingga<br>2022<br>Length of<br>tenure in the<br>same position<br>until 2022 | Jabatan di Perseoran atau Institusi lain<br>Position in other Companies or Institutions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------|-----------------------------------------------|------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Djony Bunarto<br>Tjondro                       | Presiden<br>Direktur<br>President<br>Director | Pria<br>Male     | Eksekutif<br>Executive                                             | 2 tahun 6<br>bulan<br>2 years and 6<br>months                                                                              | Presiden Komisaris PT Toyota-Astra Motor, PT United Tractors Tbk, PT Pamapersada Nusantara, PT Astra Honda Motor dan PT Astra Digital Internasional.<br>President Commissioner of PT Toyota-Astra Motor, PT United Tractors Tbk, PT Pamapersada Nusantara, PT Astra Honda Motor and PT Astra Digital Internasional.                                                                                                                                                                                                                                                                                                                                                                             |
| Johannes Loman                                 | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 11 tahun 7<br>bulan<br>11 years and<br>7 months                                                                            | Executive Vice Presiden Direktur 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, Presiden Komisaris PT Suryaraya Rubberindo Industries, dan Wakil Presiden Komisaris PT Astra Otoparts Tbk.<br>Executive Vice President Director of PT Astra Honda Motor, Commissioner of PT Astra Agro Lestari Tbk, PT Federal International Finance, PT Musashi Auto Parts Indonesia, PT Hitachi Astemo Bekasi Manufacturing, PT Menara Astra, President Commissioner of PT Suryaraya Rubberindo Industries, and Vice President Commissioner of PT Astra Otoparts Tbk. |
| Suparno Djasmin                                | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 8 tahun 8<br>bulan<br>8 years and 8<br>months                                                                              | Presiden Komisaris PT Astra Sedaya Finance, PT Asuransi Astra Buana, PT Asuransi Jiwa Astra dan PT Federal International Finance, 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.<br>President Commissioner of PT Astra Sedaya Finance, PT Asuransi Astra Buana, PT Asuransi Jiwa Astra and PT Federal International Finance, Vice President Commissioner of PT Toyota Astra Financial Services, Commissioner of PT Astra Honda Motor, President Director of PT Sedaya Multi Investama and Chairman of the Supervisory Board of Astra Pension Fund.       |
| Chiew Sin Cheok                                | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 6 tahun 8<br>bulan<br>6 years and 8<br>months                                                                              | Presiden Komisaris PT Astra Agro Lestari Tbk serta Komisaris PT Astra Otoparts Tbk, PT Pamapersada Nusantara dan PT Astra Daihatsu Motor.<br>President Commissioner of PT Astra Agro Lestari Tbk and Commissioner of PT Astra Otoparts Tbk, PT Pamapersada Nusantara and PT Astra Daihatsu Motor.                                                                                                                                                                                                                                                                                                                                                                                               |
| Gidion Hasan                                   | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 6 tahun 8<br>bulan<br>6 years and 8<br>months                                                                              | Presiden Direktur PT Arya Kharisma, Presiden Komisaris PT Astra Otoparts Tbk, PT UD Astra Motor Indonesia dan PT Serasi Autoraya; Wakil Presiden Komisaris PT United Tractors Tbk, PT Astra Daihatsu Motor dan PT Isuzu Astra Motor Indonesia, Komisaris PT Menara Astra dan PT Astra Sedaya Finance.<br>President Director of PT Arya Kharisma, President Commissioner of PT Astra Otoparts Tbk, PT UD Astra Motor Indonesia and PT Serasi Autoraya; Vice President Commissioner of PT United Tractors Tbk, PT Astra Daihatsu Motor and PT Isuzu Astra Motor Indonesia as well as Commissioner of PT Menara Astra and PT Astra Sedaya Finance.                                                 |
| Henry Tanoto                                   | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 5 tahun 8<br>bulan<br>5 years and 8<br>months                                                                              | Wakil Presiden Direktur PT Toyota-Astra Motor, Komisaris PT Toyota Motor Manufacturing Indonesia dan PT Serasi Autoraya.<br>Vice President Director of PT Toyota-Astra Motor, Commissioner of PT Toyota Motor Manufacturing Indonesia and PT Serasi Autoraya.                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Santosa                                        | Direktur<br>Director                          | Pria<br>Male     | Eksekutif<br>Executive                                             | 4 tahun 8<br>bulan<br>4 years and 8<br>months                                                                              | Presiden Direktur PT Astra Agro Lestari Tbk, Presiden Komisaris PT Astra Tol Nusantara dan PT Astra Graphia Tbk serta Komisaris PT Arya Kharisma.<br>President Director of PT Astra Agro Lestari Tbk, President Commissioner of PT Astra Tol Nusantara and PT Astra Graphia Tbk as well as Commissioner of PT Arya Kharisma.                                                                                                                                                                                                                                                                                                                                                                    |
| Gita Tiffani Boer                              | Direktur<br>Director                          | Wanita<br>Female | Eksekutif<br>Executive                                             | 4 tahun 8<br>bulan<br>4 years and 8<br>months                                                                              | Komisaris PT Toyota-Astra Motor dan Presiden Komisaris PT Arya Kharisma<br>Commissioner PT Toyota-Astra Motor dan President Commissioner PT Arya Kharisma                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

| Nama Direksi<br>Name of the Board of Directors | Jabatan<br>Position  | Gender       | Eksekutif/<br>Non-<br>Eksekutif<br>Executive/<br>Non-<br>Executive | Lama masa<br>jabatan di<br>posisi yang<br>sama hingga<br>2022<br>Length of<br>tenure in the<br>same position<br>until 2022 | Jabatan di Perseroan atau Institusi lain<br>Position in other Companies or Institutions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------|----------------------|--------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FXL Kesuma                                     | Direktur<br>Director | Pria<br>Male | Eksekutif<br>Executive                                             | 3 tahun 8<br>bulan<br>3 years and 8<br>months                                                                              | Presiden Direktur PT United Tractors Tbk dan PT Pamapersada Nusantara, Presiden Komisaris PT Buah Turangga Agung, PT Agincourt Resources, PT Acset Indonusa Tbk, PT Komatsu Astra Finance dan PT Surya Artha Nusantara Finance serta Komisaris PT Astra Tol Nusantara.<br>President Director of PT United Tractors Tbk and PT Pamapersada Nusantara, President Commissioner of PT Buah Turangga Agung, PT Agincourt Resources, PT Acset Indonusa Tbk, PT Komatsu Astra Finance and PT Surya Artha Nusantara Finance as well as Commissioner of PT Astra Tol Nusantara.                                      |
| Hamdani<br>Dzulkarnaen<br>Salim                | Direktur<br>Director | Pria<br>Male | Eksekutif<br>Executive                                             | 8 bulan<br>8 months                                                                                                        | Presiden Direktur PT Astra Otoparts Tbk, Presiden Komisaris PT AT Indonesia, PT Aisin Indonesia, PT Denso Indonesia, PT GS Battery, PT Gaya Motor, PT Inti Pantja Press Industri, PT Fuji Technica Indonesia, PT Tjahja Sakti Motor, PT Kayaba Indonesia dan PT Akebono Brake Astra Indonesia.<br>President Director of PT Astra Otoparts Tbk, President Commissioner of PT AT Indonesia, PT Aisin Indonesia, PT Denso Indonesia, PT GS Battery, PT Gaya Motor, PT Inti Pantja Press Industri, PT Fuji Technica Indonesia, PT Tjahja Sakti Motor, PT Kayaba Indonesia and PT Akebono Brake Astra Indonesia. |

**ORGANISASI KEBERLANJUTAN ASTRA**

Dalam mengelola keberlanjutan, Perseroan memiliki struktur organisasi keberlanjutan yang dipimpin oleh Direksi. Mulai tahun 2022 Astra rutin menggelar rapat yang dipimpin oleh Direksi, yakni *Board Sustainability Meeting* sebanyak empat kali. Rapat ini digunakan sebagai forum untuk membahas strategi, program/inisiatif, dampak operasional, dan tinjauan kinerja terkait keberlanjutan, seperti perubahan iklim, tanggung jawab produk, hingga tantangan-tantangan terkini yang dibahas oleh Direksi.

Dalam *Board Sustainability Meeting* juga membahas berbagai masukan dari pemangku kepentingan mengenai kebijakan, strategi, dan target-target keberlanjutan Astra. Hasil dari pembahasan pada *Board Sustainability Meeting* menjadi basis bagi Grup Astra untuk melakukan perbaikan dan peningkatan-peningkatan dalam kebijakan, strategi, dan praktik keberlanjutan di Astra dan seluruh anak perusahaan. Dalam kaitannya dengan proses penyusunan Laporan Keberlanjutan ini, Direksi juga berperan dan bertanggung jawab dalam meninjau dan memberikan persetujuan terhadap informasi dan topik material yang diungkapkan pada Laporan Keberlanjutan. [\[GRI 2-9\]](#)[\[GRI 2-12\]](#)[\[GRI 2-14\]](#)[\[SEOJK E.1\]](#)

Perseroan telah menunjuk *Director in Charge* yang mengelola aspek-aspek ESG pada tingkat implementasi operasional. *Director in Charge* tersebut akan mengoordinasikan dan memberikan panduan terhadap target, isu, dan inisiatif keberlanjutan di Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap. [\[SEOJK E.1\]](#)[\[GRI 2-12\]](#)[\[GRI 2-13\]](#)

**ASTRA SUSTAINABILITY ORGANIZATION**

The Company has a sustainability governance structure led by the Board of Directors to manage sustainability. Since 2022, Astra hold four Board Sustainability Meetings, each led by the Board of Directors. This meeting is a forum for discussing sustainability-related strategies, programs/initiatives, operational impacts, and performance reviews, such as climate change, product responsibility, and current challenges discussed by the Board of Directors.

The Board Sustainability Meeting also discussed various stakeholder inputs on Astra’s sustainability policies, strategies, and targets. The outcomes of the Board Sustainability Meeting serve as the foundation for the Astra Group to improve and enhance sustainability policies, strategies, and practices in Astra and all subsidiaries. The Board of Directors also plays a role in preparing this Sustainability Report and is responsible for reviewing and approving material information and topics disclosed.

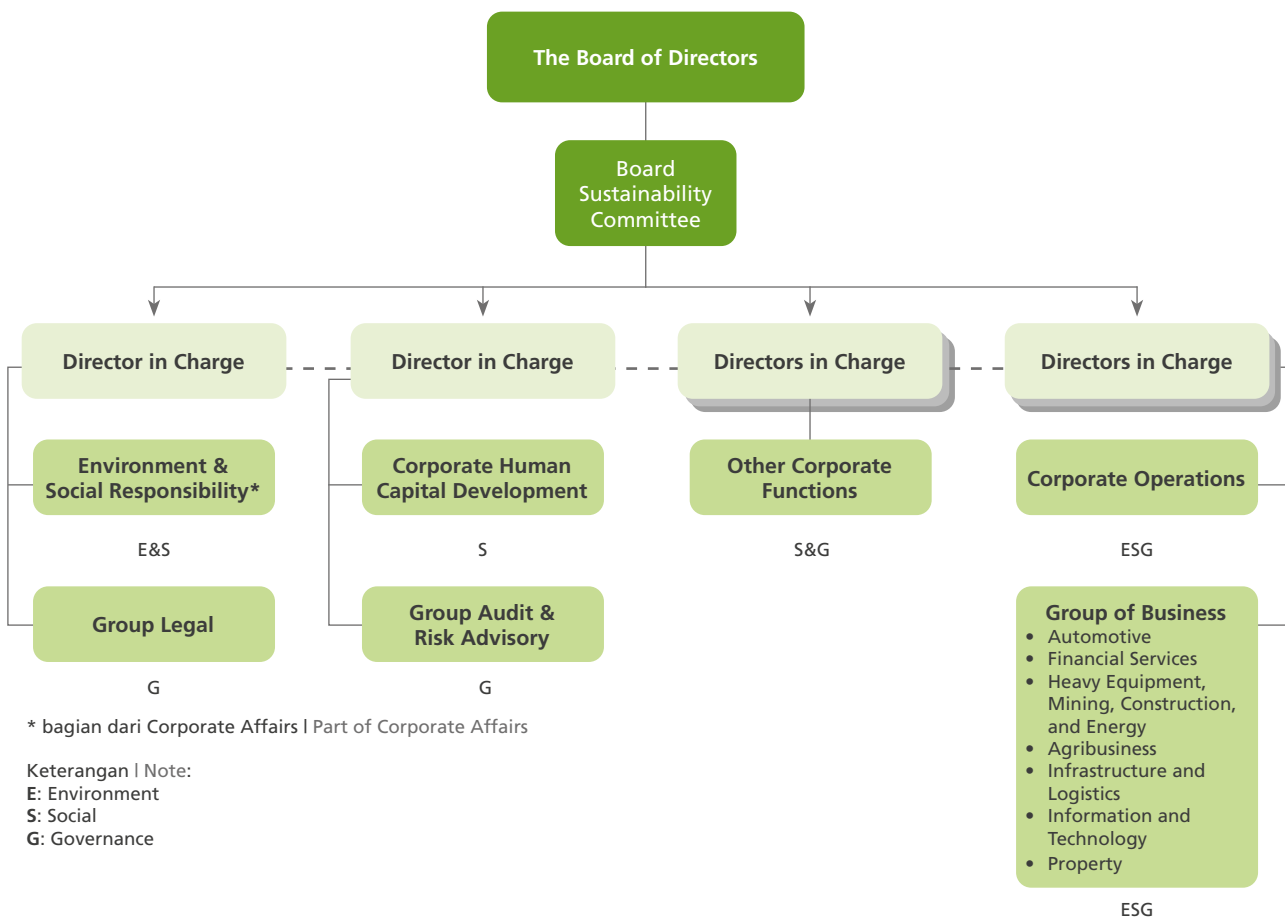
[\[GRI 2-9\]](#)[\[GRI 2-12\]](#)[\[GRI 2-14\]](#)[\[SEOJK E.1\]](#)

The Company has appointed a Director in Charge to manage ESG aspects at the operational implementation level. The Director in Charge will coordinate and provide guidance on the Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap’s sustainability targets, issues, and initiatives. [\[SEOJK E.1\]](#)[\[GRI 2-12\]](#)[\[GRI 2-13\]](#)

Astra juga memiliki Divisi Environment & Social Responsibility (bagian dari Corporate Affairs) dan Group Legal yang bertanggung jawab untuk mengoordinasikan penerapan aspek-aspek keberlanjutan Perseroan, baik di induk maupun di anak perusahaan. Divisi ini menerapkan dan memantau pelaksanaan kinerja yang terdapat dalam Triple-P Roadmap Strategy termasuk membudayakan keberlanjutan di seluruh Grup Astra. [SEOJK F.1]

Astra also has an Environment & Social Responsibility Division (part of Corporate Affairs), as well as Group Legal, which is in charge of coordinating the implementation of the Company’s sustainability aspects at both the parent and subsidiary levels. This division implements and monitors the performance contained in the Triple-P Roadmap Strategy, which includes cultivating sustainability across the Astra Group. [SEOJK F.1]

**Struktur Organisasi Keberlanjutan [GRI 2-12] [GRI 2-13]**  
**Sustainability Governance Structure**



**PROSES PERUMUSAN DAN PENERAPAN STRATEGI DAN KEBIJAKAN [GRI 2-23][GRI 2-24]**

Proses perumusan dan penerapan strategi dan kebijakan Astra dan setiap unit bisnis dilakukan secara terstruktur dan komprehensif. Proses perencanaan strategi dan kebijakan dibahas melalui Forum Rapat Pimpinan (RAPIM) yang dimulai pada triwulan ketiga tahun sebelumnya. RAPIM tersebut membahas perkembangan bisnis Grup Astra serta penetapan rencana jangka panjang dan jangka pendek perusahaan.

Hasil pembahasan RAPIM tertuang dalam *President Letter* yang berisi arahan umum dari Presiden Direktur sebagai pedoman bagi seluruh Grup Astra dalam merumuskan

**STRATEGY AND POLICY FORMULATION AND IMPLEMENTATION PROCESS [GRI 2-23][GRI 2-24]**

The process of developing and implementing Astra’s and each business unit’s strategies and policies is well-structured and comprehensive. The Leadership Meeting Forum (RAPIM) begins in the previous year’s third quarter to discuss strategy and policy planning. The RAPIM discusses Astra Group’s business development as well as the establishment of long-term and short-term plans for the Company.

The President Letter contains general direction from the President Director as a guideline for the entire Astra Group in formulating and implementing their respective

dan menerapkan strategi dan kebijakan masing-masing. Presiden Direktur dan Direksi Astra juga mengomunikasikan isi *President Letter* kepada pimpinan perusahaan, kepala divisi, kepala departemen, dan personel-personel kunci di Grup Astra di seluruh Indonesia.

Astra juga memiliki mekanisme tinjauan kinerja keberlanjutan atau topik-topik ESG yang dibagi dalam dua level. Pada level Direksi, tinjauan kinerja keberlanjutan dibahas pada pertemuan rutin yang membahas pencapaian dan target-target keberlanjutan di level Direksi, serta memberikan pandangan secara strategis terkait isu-isu keberlanjutan lainnya.

Sedangkan pada level anak perusahaan, Astra melakukan *Corporate Review* yang dilakukan minimal tiga kali dalam setahun. *Corporate Review* merupakan mekanisme untuk meninjau dan menilai kinerja ESG sesuai dengan target-target yang telah ditetapkan pada Indeks Keberlanjutan (*Sustainability Index*) serta mengambil langkah antisipasi ke depan dengan mempertimbangkan risiko, kondisi internal masing-masing bisnis, peraturan dan regulasi yang berlaku, kondisi ekonomi, lingkungan, dan sosial, serta perkembangan eksternal. Untuk memastikan implementasi dari strategi, dilakukan proses evaluasi secara berkala yang meliputi aspek operasional, keuangan, dan SDM.

Astra kemudian menyusun laporan kinerja keberlanjutan melalui Laporan Keberlanjutan yang diterbitkan setiap awal tahun. Direksi ikut terlibat dalam proses penyusunan Laporan Keberlanjutan dengan meninjau isi laporan, proses verifikasi data, hingga ikut menyetujui topik material.

[GRI 2-14]

**SISTEM MANAJEMEN ASTRA UNTUK OPERASIONAL YANG BERTANGGUNG JAWAB**

[GRI 2-24][GRI 2-25]

Astra memiliki dan mengembangkan panduan dan kriteria sistem manajemen untuk operasional yang bertanggung jawab yang wajib diterapkan oleh anak perusahaan dan mitra bisnis, yakni Astra Green Company (AGC) dan Astra Friendly Company (AFC). Kedua sistem manajemen tersebut untuk memastikan strategi keberlanjutan dapat diterapkan dengan baik dan konsisten di seluruh Grup Astra. Implementasi kedua sistem manajemen di seluruh anak perusahaan juga ditinjau dan diberikan penilaian secara berkala untuk memastikan konsistensi, *continuous improvement cycle* untuk kinerja yang masih perlu diperbaiki atau untuk memitigasi dampak dan potensi dampak operasional, serta mendorong inovasi.

strategies and policies. Astra President Director and Board of Directors communicate the contents of the President's Letter to company leaders, division heads, department heads, and key personnel across Indonesia.

Astra also has a two-tiered review mechanism for sustainability performance or ESG topics. Sustainability performance reviews are discussed at the Board of Directors level at regular meetings that discuss the achievements and sustainability targets at the Board of Directors level, as well as provide strategic views on other sustainability issues.

Meanwhile, Astra conducts Corporate Reviews at least three times a year at the subsidiary level. Corporate Review is a mechanism for reviewing and assessing ESG performance in accordance with the Sustainability Index targets, as well as taking anticipatory steps forward by taking risks, internal conditions of each business, applicable rules and regulations, economic, environmental, and social conditions, and external developments into account. A regular evaluation process covering operational, financial, and HR aspects is carried out to ensure strategy implementation.

Astra then compiles a sustainability performance report in the form of the Sustainability Report, which is published at the start of each year. The Board of Directors is involved in the Sustainability Report preparation process by reviewing the report content, data verification process, and approving material topics. [GRI 2-14]

**ASTRA MANAGEMENT SYSTEM FOR RESPONSIBLE OPERATIONS** [GRI 2-24][GRI 2-25]

Astra has developed guidelines and criteria for a management system for responsible operations that must be implemented by subsidiaries and business partners, namely Astra Green Company (AGC) and Astra Friendly Company (AFC). Both management systems ensure that the sustainability strategy can be implemented properly and consistently throughout the Astra Group. The implementation of both management systems in all subsidiaries is also periodically reviewed and assessed to ensure consistency, continuous improvement for performance that still needs to be improved or mitigate operational impacts and potential impacts, and encourage innovation.

## Astra Green Company (AGC)

Berfokus pada lingkungan, Keselamatan dan Kesehatan Kerja (K3) dengan mengadopsi standar nasional dan internasional di bidang lingkungan dan K3 seperti ISO 14000, ISO 45000, dan SMK3, kriteria PROPER nasional, dan peraturan nasional lainnya untuk mengembangkan berbagai kriteria panduan dalam AGC.

Focusing on the environment, Occupational Safety and Health (OHS) by adopting national and international standards in environment and OHS such as ISO 14000, ISO 45000, SMK3, national PROPER criteria, and other national regulations to develop various guidance criteria in AGC.

## Astra Friendly Company (AFC)

Berfokus pada kontribusi sosial Perseroan dengan panduan internasional Tanggung Jawab Sosial ISO 26000 dan Sustainable Development Goals (SDGs) untuk memandu Astra dalam mengembangkan panduan dan kriteria untuk AFC.

Focusing on the Company's social contribution with international Social Responsibility guidelines ISO 26000 and Sustainable Development Goals (SDGs) to guide Astra in developing guidelines and criteria for AFC.

### PENGEMBANGAN KOMPETENSI TERKAIT KEBERLANJUTAN & ESG

Astra meningkatkan dan mengembangkan kompetensi eksekutif dan karyawan yang berkaitan dengan fungsi keberlanjutan melalui kegiatan pelatihan, seminar, *online courses*, maupun *knowledge-sharing* secara berkala. Selain itu, Astra juga mengadakan Astra Sustainability Academy Program untuk eksekutif hingga level Person In Charge (PIC), di antaranya: [\[SEOJK E.2\]](#)[\[GRI 2-17\]](#)

- ESG *Master Class* yang diperuntukkan untuk jajaran Direksi
- Astra Sustainability Leadership Program yang diperuntukkan untuk jajaran *Division Head / General Manager*
- Sustainability Seasonal Course for ESG Champion yang diperuntukkan untuk jajaran *Department Head / Manager / Supervisor*.

Astra Sustainability Academy dilaksanakan untuk meningkatkan kompetensi keberlanjutan dan membekali pemimpin masa depan Astra dengan kompetensi ESG dan perubahan iklim. Hingga akhir 2022, sebanyak 280 Insan Astra dari berbagai tingkatan telah mengikuti Astra Sustainability Academy.

### COMPETENCY DEVELOPMENT RELATED TO SUSTAINABILITY & ESG

Astra regularly improves and develops the sustainability-related skillset of the executive and employee through training activities, seminars, online courses, and knowledge-sharing. Astra also offers the Astra Sustainability Academy Program starting at executive level up to the Person In Charge (PIC) level, which includes: [\[SEOJK E.2\]](#)[\[GRI 2-17\]](#)

- ESG Master Class which is intended for the Board of Directors
- Astra Sustainability Leadership Program for Division Heads / General Managers
- Sustainability Seasonal Course for ESG Champion which is intended for Department Head / Manager / Supervisor.

The Astra Sustainability Academy is being implemented to improve sustainability competencies and to provide ESG and climate change competencies to Astra's future leaders. The Astra Sustainability Academy has enrolled 280 Astra employees at various levels until the end of 2022.



## Astra Sustainability Academy [GRI 2-17]

Pada tahun 2022, Astra menginisiasi Astra Sustainability Academy untuk meningkatkan kompetensi keberlanjutan Insan Astra. Program ini merupakan bentuk komitmen dalam mendukung peningkatan kompetensi Insan Astra, mengingat pemahaman SDM terhadap keberlanjutan menjadi faktor kunci keberhasilan dalam penerapan Sustainability Framework dan Aspirations.

Astra Sustainability Academy diharapkan dapat menciptakan pemimpin-pemimpin yang memiliki kompetensi dan komitmen di bidang keberlanjutan dan mampu mendukung program dan strategi keberlanjutan perusahaan serta menangani berbagai permasalahan keberlanjutan. Program ini terdiri dari berbagai program pelatihan terkait *sustainability* berdasarkan level manajerial, seperti ESG Masterclass untuk BOD, Astra Sustainability Leadership Program untuk *Division Head* atau *General Manager*, serta *Sustainability Seasonal Course for ESG Champion* untuk *Department Head, Manager*, dan *Supervisor*. Pada akhir 2022, terdapat 280 Insan Astra dari berbagai level telah mengikuti program ini.

Astra launched the Astra Sustainability Academy in 2022 to help Astra People improve their sustainability skills. This program is a commitment to support competencies, given that HR’s understanding of sustainability is a critical success factor in implementing the Sustainability Framework and Aspirations.

The Astra Sustainability Academy is expected to develop leaders with sustainability expertise and commitment who can support the company’s sustainability programs and strategies and handle various sustainability issues. The program includes a variety of sustainability-related training programs based on managerial levels, such as ESG Masterclass for the Board of Directors, Astra Sustainability Leadership Program for Division Heads or General Managers, and Sustainability Seasonal Course for ESG Champion for Department Heads, Managers, and Supervisors. By the end of 2022, 280 Astra employee from various levels have participated in this program.

### MANAJEMEN RISIKO LINGKUNGAN, SOSIAL, DAN TATA KELOLA

Sistem manajemen risiko yang efektif merupakan tugas yang dimiliki oleh seluruh jajaran manajemen Perseroan secara kolektif dan setiap unit kerja. Setiap unit kerja bertanggung jawab melakukan proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi, dan *monitoring* risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit, termasuk isu signifikan atas pengendalian internal.

Group Risk Advisory (GRA) bertugas membantu manajemen dalam menjalankan kerangka kerja Enterprise Risk Management (ERM) sesuai dengan profil risiko dan kebutuhan masing-masing bisnis. Selanjutnya, GRA mengkaji beberapa risiko utama, termasuk untuk risiko *Environmental, Social, and Governance* (ESG), secara berkala yang diidentifikasi dan diukur potensi dampaknya oleh unit-unit bisnis, termasuk mengkaji apabila terdapat isu signifikan atas pengendalian internal, kemudian menyampaikan laporan konsolidasi risiko utama kepada Direksi dan Komite Audit secara berkala. [SEOJK E.3] [GRI 2-24]

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISK MANAGEMENT

An effective risk management system is a task shared by all levels of management at the company and in each work unit. Each work unit is responsible for carrying out a long-term risk governance process that begins with identifying, evaluating, mitigating, and monitoring risks in accordance with the authority assigned to each unit, including significant issues concerning internal control.

Group Risk Advisory (GRA) is tasked with assisting management in carrying out the framework Enterprise Risk Management (ERM) in accordance with the risk profile and individual business needs. Furthermore, the GRA examines several key risks, including for Environmental, Social, and Governance (ESG) risks, identified and measured periodically the potential impact by business units, including reviewing if there are significant issues of internal control, then submit the main risk consolidation report to the Board of Directors and Audit Committee periodically. [SEOJK E.3] [GRI 2-24]

Manajemen dan Direksi Perseroan secara berkala mengkaji laporan konsolidasi risiko utama yang disampaikan oleh GRA, meliputi identifikasi risiko yang dapat berdampak luas pada Perseroan, menelaah penerapan kontrol internal dan tindakan mitigasi yang dapat diambil, termasuk memberikan pandangan dan arahan atas risiko-risiko lain yang berpotensi memberi dampak jangka pendek (*short term risk*) atau menengah (*emerging risk*) bagi Perseroan. [SEOJK E.3]

Risiko ESG diidentifikasi sebagai risiko yang timbul dari potensi risiko fisik akibat peristiwa cuaca ekstrem dan risiko transisi akibat inisiatif global dan Indonesia untuk menjawab tantangan perubahan iklim dan lingkungan hidup. Oleh karenanya, ESG merupakan aspek penting dari arah strategis. Perseroan dan manajemen berkomitmen untuk meningkatkan perjalanan transisi keberlanjutan Astra selaras dengan rencana Pemerintah Indonesia. Perseroan telah memiliki kerangka keberlanjutan yang baru untuk meningkatkan dan memperkuat tata kelola terkait pelaporan keberlanjutan dan selanjutnya akan terus mengembangkan strategi perusahaan dalam hal keberlanjutan agar dapat memberikan dampak positif bagi SDGs. [GRI 2-24]

Astra juga saat ini sedang melaksanakan asesmen risiko dan peluang atas perubahan iklim (*climate risk and opportunity assessment*) terhadap operasional dan portfolio Group Astra sesuai dengan rekomendasi Task-Force on Climate Related Financial Disclosure (TCFD) pada aspek tata kelola, strategi, manajemen risiko, metrik dan target-target yang spesifik. Melalui asesmen ini, Astra akan memperkuat kebijakan, tata kelola, strategi, serta pengelolaan risiko terkait perubahan iklim dengan lebih baik sehingga ke depannya Grup Astra mampu menjadi perusahaan yang memiliki upaya mitigasi dan adaptasi terhadap perubahan iklim. [GRI 201-2]

#### KODE ETIK [GRI 2-23][GRI 2-24]

Astra memiliki Kode Etik, yakni *Astra Code of Conduct* yang menjadi bagian dari Astra GCG. *Astra Code of Conduct* disusun berdasarkan filosofi perusahaan (Catur Dharma) untuk memberikan panduan bagi segenap Insan Astra dalam berinteraksi, baik dengan pihak eksternal maupun pihak internal.

*Astra Code of Conduct* 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 bisnis dan operasional.

The Company's Management and Board of Directors periodically review the main risk consolidation reports submitted by GRA, including identifying risks that could have a broad impact on the Company, reviewing the implementation of internal controls and mitigation actions that can be taken, including providing views and directions on other risks that have the potential to impact short term impact (short term risk) or medium (emerging risk) for the Company. [SEOJK E.3]

ESG risks are identified as those arising from potential physical risks resulting from extreme weather events, as well as transition risks resulting from global and Indonesian initiatives to address climate change and environmental challenges. As a result, ESG is an important component of the Company's strategic direction, and management is committed to advancing Astra's sustainability transition journey in accordance with the plans of the Indonesian government. The Company has implemented a new sustainability framework to improve and strengthen governance related to sustainability reporting, and the Company's sustainability strategy will be further developed to impact the SDGs positively. [GRI 2-24]

Astra is also currently conducting a climate risk and opportunity assessment of the Group's operations and portfolio in accordance with the recommendations of the Task Force on Climate Related Financial Disclosure (TCFD) on governance, strategy, risk management, specific metrics and targets. Through this assessment, Astra will strengthen its climate change policies, governance, strategies, and risk management so that the Astra Group can become a company that has efforts to mitigate and adapt to climate change. [GRI 201-2]

#### CODE OF ETHICS [GRI 2-23][GRI 2-24]

Astra has a Code of Conduct as part of the Astra GCG. The Astra Code of Conduct is written based on the company's philosophy (Catur Dharma) to guide all Astra People in their interactions with external and internal parties.

The Astra Code of Conduct is developed and reviewed regularly to ensure that it is current with prevailing regulations and business practices. The Astra Code of Conduct has been socialized at the central and business line and operation levels.

Astra Code of Conduct memuat hal-hal sebagai berikut:

1. Etika Bisnis dan Etika Kerja, yaitu pedoman bagi:
  - i. Perseroan (termasuk Direktur, Komisaris dan Karyawan Perseroan) dalam berhubungan dengan lingkungannya, baik lingkungan internal maupun eksternal, dan
  - ii. Direktur, Komisaris dan Karyawan Perseroan dalam bersikap, berperilaku dan berhubungan dengan pihak-pihak di dalam Perseroan.
2. Pedoman Sekretaris Perusahaan
3. Pedoman Audit dan Manajemen Risiko
4. Pedoman *Securities Dealing Rules*  
Peraturan pasar modal melarang komisaris, direktur, karyawan emiten untuk membeli atau menjual efek emiten, kecuali jika memenuhi persyaratan sebagaimana diatur dalam peraturan tersebut. Pedoman ini dibuat untuk melindungi Komisaris, Direktur, karyawan Perseroan dan Perseroan dari potensi pelanggaran atas ketentuan perundangan tersebut.
5. Pedoman Benturan Kepentingan  
Pedoman ini memuat prinsip-prinsip yang harus diperhatikan dalam hal Perseroan hendak melakukan transaksi dengan pihak terkait, antara lain: (i) harus dilakukan dengan persyaratan yang lazim dan harga yang wajar tanpa merugikan Perseroan; (ii) diperiksa terlebih dahulu oleh Group Legal Perseroan untuk memastikan kepatuhan terhadap peraturan perundang-undangan yang berlaku; dan (iii) mendapatkan persetujuan pemegang saham independen apabila diperlukan.
6. Kebijakan Donasi

Informasi mengenai Astra Code of Conduct secara lengkap dapat diunduh pada *website* Perseroan.

Astra Code of Conduct contains the following matters:

1. Business Ethics and Work Ethics, which represent guidelines for:
  - i. The Company (including Directors, Commissioners and Employees of the Company) in dealing with its surroundings, both internal and external environment, and
  - ii. Directors, Commissioners and Employees of the Company in behaving, acting and interacting with other internal parties within the Company.
2. Corporate Secretary Guidelines
3. Audit and Risk Management Guidelines
4. Securities Dealing Rules  
Capital market regulations prohibit commissioners, directors, and employees of a public listed company to buy or sell the securities of the company, unless they meet the requirements set forth in said regulation. These rules are established to protect the Commissioners, Directors, employees of the Company as well as the Company itself from potential violations of the law.
5. Conflict of Interest Guidelines  
The Guidelines contain the principles to be served in the event that the Company proposes to undertake transactions with related parties, including: (i) must be conducted under commonly acceptable and fair pricing terms and conditions without potential loss or harm to the Company; (ii) subject to preliminary review by the Company's Legal Group for assurance of compliance with applicable rules and regulations; and (iii) obtaining approval of independent shareholders whenever necessary.
6. Donation Policy

Information regarding the Astra Code of Conduct in full can be downloaded on the Company's website.

**Kode Etik Astra**  
Astra's Code of Ethics



## KEPATUHAN TERHADAP HUKUM DAN REGULASI

[GRI 2-27]

Astra memiliki Divisi Group Legal yang berfungsi untuk menangani kepentingan Perseroan dari sisi hukum dan menjaga kepatuhan Perseroan terhadap peraturan perundang-undangan yang berlaku. Pada tahun 2022, Perseroan, Entitas Anak, anggota Dewan Komisaris dan/atau Direksi Perseroan tidak terlibat dalam sengketa hukum di Pengadilan yang bersifat material bagi Perseroan.

Selain itu, sepanjang tahun 2022 Perseroan, anggota Dewan Komisaris dan/atau Direksi Perseroan juga tidak menghadapi sanksi administratif dari otoritas pasar modal maupun otoritas lainnya yang berpotensi memiliki dampak material terhadap kinerja keuangan Perseroan.

## SISTEM PELAPORAN PELANGGARAN [GRI 2-26]

Perseroan memiliki unit-unit kerja yang bertugas dan menjalankan fungsi pengawasan dan pemeriksaan yaitu Grup Internal Audit, yang menjalankan mekanisme kerja untuk menerima laporan pelanggaran kode etik Perseroan yang berindikasi adanya kecurangan (*fraud*). Laporan pelanggaran lainnya disampaikan kepada Chief Corporate Human Capital Development dan Chief Group Legal. Perseroan akan melakukan penelaahan atas laporan dan mengambil tindakan-tindakan yang diperlukan. Selain itu, Perseroan akan melakukan tindakan perbaikan yang dianggap perlu untuk mencegah terjadinya pelanggaran yang sama.

## COMPLIANCE WITH LAWS AND REGULATIONS

[GRI 2-27]

Astra has a Group Legal Division that that functions to manage the interests of the Company in legal matters and maintains the Company's compliance with prevailing laws and regulations. In 2022, the Company, its Subsidiaries, members of the Board of Commissioners, and/or members of the Board of Directors of the Company are not involved in any legal proceedings in court deemed material to the Company.

In addition, during 2022 the Company, members of the Board of Commissioners and/or Board of Directors of the Company were not subject to administrative sanctions from the capital market authorities nor other authorities which may have potential material impact to the Company's financial performance.

## WHISTLEBLOWING SYSTEM [GRI 2-26]

The Company has working units which are assigned to perform the monitoring and auditing function, namely the Internal Audit Group, which operates a working mechanism to receive reports of fraud-indicated violations to the Company's code of ethics. Other violation reports are submitted to the Chief Corporate Human Capital Development and Chief Group Legal. The Company will review the report and take the necessary measures. In addition, the Company will take necessary corrective actions to prevent the occurrence of similar violations.

### KEBIJAKAN ANTI-FRAUD DAN ANTIKORUPSI

Perseroan dengan tegas menolak tindakan curang (*fraud*) dan korupsi. Hal ini tercermin dalam Kebijakan *Anti-Fraud & Antikorupsi* Perseroan. Kebijakan tersebut berlaku bagi seluruh karyawan, Direksi, dan Dewan Komisaris Astra dan 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 Perseroan dan/atau negara, serta tindakan-tindakan lain yang bertentangan dengan peraturan perundang-undangan pemberantasan tidak pidana korupsi, termasuk *facilitating payment*.

Kebijakan ini telah disosialisasikan kepada karyawan operasional Perseroan.

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

Dalam rangka penegakan kebijakan ini, setiap karyawan Perseroan dapat memberikan informasi/laporan mengenai pelanggaran atau dugaan pelanggaran kebijakan dengan menyampaikan informasi/laporan tersebut kepada atasan langsung atau atasan dari atasan langsung atau Chief Corporate Human Capital Development atau Chief Group Legal Astra. [GRI 205-2]

### MENGHORMATI DAN MENJUNJUNG TINGGI HAK ASASI MANUSIA [GRI 2-23][GRI 2-24]

Hak asasi manusia telah menjadi perhatian dan agenda global. Hal ini sudah menjadi komitmen kuat bagi Pemerintah Indonesia. Bagi Astra, hak asasi manusia telah diposisikan pada tempat tertinggi dalam penyusunan kebijakan dan penerapan aturan-aturan manajemen Perseroan.

Astra selalu tunduk dan patuh pada peraturan perundang-undangan dan secara berkesinambungan melaksanakan amanat Undang-Undang No. 39 Tahun 1999 tentang Hak Asasi Manusia. Hak Asasi Manusia yang diatur dalam Undang-Undang No. 39 Tahun 1999 meliputi: (i) Hak untuk Hidup (Pasal 9); (ii) Hak Berkeluarga dan Melanjutkan Keturunan (Pasal 10); (iii) Hak Mengembangkan Diri (Pasal 11-16); (iv) Hak Memperoleh Keadilan (Pasal 17-19); (v) Hak Atas Kebebasan Pribadi (Pasal 20-27); (vi) Hak atas Rasa Aman (Pasal 28-35); (vii) Hak atas Kesejahteraan (Pasal 36-42); (viii) Hak Turut Serta dalam Pemerintahan (Pasal 43-44); (ix) Hak Wanita (Pasal 45-51); dan (x) Hak Anak (Pasal 52-66).

### ANTI-FRAUD AND ANTI-CORRUPTION POLICY

The Company firmly stands against fraud and corruption. This commitment is reflected in the Company's Anti-Fraud & Anti-Corruption Policy. The Policy applies to all employees and members of the Board of Directors and Board of Commissioners of the Company and to provide guidance regarding efforts to prevent fraud and corruption, which are actions taken to benefit oneself or third parties that is detrimental to the finances of the Company and/or the state, along with other actions that violate existing anti-corruption laws, including facilitating payment.

Socialization of this policy has been carried out to operational employees of the Company.

Non-compliance to this policy may be subject to sanctions, among others in form of disciplinary action by the Company, termination of employment, and/or legal proceedings, both criminal and civil, in accordance with applicable regulations.

In enforcing this policy, employees may submit information/report regarding violation or alleged violation of the policy by providing said information/report to their immediate supervisor, the supervisor to their supervisor, Chief Corporate Human Capital Development or Chief Group Legal Astra. [GRI 205-2]

### RESPECT AND UPHOLD HUMAN RIGHTS [GRI 2-23][GRI 2-24]

Human rights have become a global concern. The Indonesian government also has a strong commitment on human right. In formulating policies and implementing management rules, Astra has placed human rights as the highest priority.

Astra complies with the laws and regulations and follows the mandate of Law No. 39 of 1999 on Human Rights. Human Rights stipulated in Law No. 39 of 1999 include: (i) Right to Life (Article 9); (ii) Right to Family and Progeny (Article 10); (iii) Right to Self-Development (Articles 11-16); (iv) Right to Justice (Articles 17-19); (v) Right to Personal Liberty (Articles 20-27); (vi) Right to Security (Articles 28-35); (vii) Right to Welfare (Articles 36-42); (viii) Right to Participate in Government (Articles 43-44); (ix) Women's Rights (Articles 45-51); and (x) Children's Rights (Articles 52-66).

Di lingkungan kerja, Astra menghargai dan melindungi hak asasi manusia sebagaimana terkandung pada isi Peraturan Perusahaan (PP) dan Perjanjian Kerja Bersama (PKB). Astra memastikan seluruh Insan Astra memahami tujuan dan komitmen Perseroan terhadap hak asasi manusia melalui sosialisasi PP dan PKB tersebut kepada seluruh karyawan. Seluruh Karyawan di Grup Astra telah terlindungi hak dan kewajibannya melalui PP atau PKB. Hal ini juga menjadi salah satu sarana mewujudkan hubungan industri yang harmonis dengan tujuan:

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.

Hak asasi manusia juga menjadi landasan Astra dalam menjalin hubungan dan berinteraksi dengan mitra bisnis, pemasok, pelanggan, dan masyarakat. Astra beserta seluruh anak perusahaan senantiasa menjunjung hak asasi manusia dan kesetaraan tanpa membedakan suku, agama, ras, golongan, dan gender. [\[GRI 412-2\]](#)

### PRIVASI DATA DAN CYBERSECURITY

Perkembangan teknologi digital telah menjadikan privasi data dan *cybersecurity* sebagai salah satu topik utama bagi 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 Group Information Security Committee (GISC) yang berisi *chief level* dari berbagai divisi/fungsi untuk memastikan penerapan keamanan informasi dan privasi. Astra juga memiliki unit kerja *cybersecurity* secara *dedicated* di bawah fungsi Corporate Information System & 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, menetapkan dan menyusun standar kebijakan privasi data pada masing-masing aplikasi dan/atau situs web dan/atau Surat Pemesanan Kendaraan (SPK) pada *sales operation* yang menjadi dasar pemrosesan privasi data, serta meningkatkan kesadaran terhadap keamanan informasi.

Dalam rangka memastikan pengendalian internal dan tata kelola telah berjalan dengan baik, Astra juga melakukan program audit, melalui fungsi Audit & *Risk Management* dengan melakukan internal audit secara berkala. Astra bekerja sama dengan pihak ketiga dalam melakukan uji

Astra respects and protects human rights in the workplace, as stated in the Company Policy and Collective Labor Agreement (CLA). Through the socialization of the PKB to all employees, Astra ensures that all Astra People understand the Company's objectives and commitment to human rights. All employees in Astra Group have their rights and obligations protected through PP or PKB. This is also a method of achieving harmonious industrial relations with the following goals:

1. Clarify the rights and obligations of employers, labor unions and employees;
2. To regulate the terms of employment and working conditions;
3. Create and strengthen harmonious industrial relations in the work environment;
4. Regulate methods of resolving disagreements;
5. Increase employee productivity.

Human rights are also the foundation of Astra's interactions with business partners, suppliers, customers, and the community. Astra guarantees that there were no human rights violations in the Company's environment throughout 2022. Astra and its subsidiaries uphold human rights and equality, regardless of ethnicity, religion, race, class, or gender. [\[GRI 412-2\]](#)

### DATA PRIVACY AND CYBERSECURITY

Digital technology has brought data privacy and cybersecurity as one of the main topics for stakeholders. Astra is committed to maintaining information security by establishing policies and procedures to maintain information security and provides the resources needed.

Astra has established a Group Information Security Committee (GISC) committee consisting of chiefs from various divisions/functions to ensure the implementation of information security and privacy. Astra also has a dedicated cybersecurity work unit under the Corporate Information System & Technology (CIST) function that routinely runs, reviews, and improves information security controls in the Company. Astra implemented a multi-layer security architecture to secure the system, defined information classification and restricted access, established and standardized data privacy policy on each application and/or website and/or Vehicle Order Letter at sales operation as the basis for data privacy processing, and raised awareness towards information security.

In order to ensure internal protocols are properly implemented, Astra also conducts an audit program, through the Audit & Risk Management function by conducting regular internal audits. Astra cooperates with third parties in conducting application tests, reviews, audits,

aplikasi, tinjauan, dan audit, serta *maturity assessment* terkait penerapan sistem manajemen keamanan informasi telah sesuai dengan standar dan/atau praktik terbaik di industri terkait.

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

- Meningkatkan sistem pengamanan informasi, seperti implementasi teknologi Extended Detection & Response (XDR), *disk encryption*, menyusun *cyber incident plan* berupa langkah kerja (*playbook*) dan program Business Continuity Plan (BCP) terkait *cyber*, serta meningkatkan *monitoring* dengan memiliki Security Operations Center (SOC) untuk mencegah ancaman *ransomware* dan jenis ancaman *cyber* lainnya;
- Melakukan *cybersecurity maturity assessment*, *red teaming exercises* dan *cybersecurity health check* untuk lebih mengetahui celah keamanan dan area mana yang dapat diperbaiki guna mencegah ancaman *cyber*;
- Melaksanakan uji keamanan aplikasi (*penetration test*) atas sistem dan aplikasi secara rutin sebelum sistem dan aplikasi tersebut dipublikasikan oleh tim internal dan pihak ketiga;
- Meningkatkan *employee awareness* melalui poster, *email blast*, sosialisasi kebijakan dan prosedur, *learning management system*, serta melakukan *phishing test* minimal 2 kali setahun;
- Mengadakan pelatihan (*inhouse*) dan/ atau mengikuti pelatihan (*external*) terkait keamanan informasi & privasi data seperti ISO 27001:2022, dan ISO 27701: 2019 serta mengikutsertakan personil kunci (*key person*) dari divisi/fungsi terkait pada Pelatihan Pejabat Pelindungan Data Pribadi Bersertifikat (*Certified DPO*);
- Melakukan tinjauan dan pemantauan *Cyber/IT risk register/management* secara berkesinambungan;
- Memastikan kepatuhan terhadap regulasi, seperti melakukan Pendaftaran Sistem Elektronik (PSE) dalam rangka menjalankan tata kelola penyelenggaraan sistem elektronik yang baik juga turut serta dalam penerapan Perlindungan Data Pribadi (PDP) dengan membentuk tim kerja atau *task force* dari berbagai divisi/fungsi terkait, serta mengikuti pertemuan dan/ atau undangan dari Kementerian Komunikasi dan Informatika Republik Indonesia dan/atau asosiasi terkait agar Astra tetap mengikuti perkembangan isu privasi data;
- Memastikan kepatuhan penggunaan perangkat lunak (*software*) berlisensi untuk seluruh pengguna dan/atau karyawan;
- Memastikan penggunaan penyedia layanan komputasi awan (*cloud services provider*) yang berkomitmen terhadap keamanan informasi dan privasi data dengan menjalankan prinsip ESG terutama komitmen dalam mengurangi dampak lingkungan (*green environment*).




and maturity assessments related to the implementation of information security management systems in accordance with standards and/or best practices in relevant industries.

As a risk mitigation measure, data privacy, and cybersecurity, Astra has conducted various efforts, such as:

- Improving information security systems, such as implementing Extended Detection & Response (XDR) technology, disk encryption, preparing cyber incident plans through playbooks and cyber-related Business Continuity Plan (BCP) programs, and improved the monitoring by having a Security Operations Center (SOC) to prevent ransomware threats and other types of cyber threats;
- Conducted cybersecurity maturity assessments, red teaming exercises and cybersecurity health checks to further identify security gaps and areas of improvement to prevent cyber threats;
- Conducting penetration tests of systems and applications routinely before they are published by internal team and third parties;
- Improving employee awareness through posters, email blasts, policies and procedures socialization, learning management system, and conducting phishing tests at least twice a year.
- Conducting in-house and/or external training related to information security & data privacy such as ISO 27001:2022, ISO 27701: 2019 and involving key personnel from related divisions/functions in the Certified Personnel Data Protection Officer (DPO) Trainings;
- Conducting review and monitoring of Cyber/IT risk register/management continuously;
- Ensuring compliance to regulations, such as implementing Electronic System Registration (PSE) to carry out good governance of electronic system implementation as well as participating in the Personal Data Protection (PDP) implementation by forming a working team or task force from various related divisions/functions, and attending meetings and/or invitations from the Ministry of Communication and Information of the Republic of Indonesia and/or related associations to keep Astra up to date with data privacy issues;
- Ensuring compliance with the use of licensed software for all users and/or employees;
- Ensure the use of cloud service providers that are committed to information security and data privacy by implementing ESG principles, especially the commitment to reducing environmental impacts (green environment).

Dalam memastikan privasi data dan *cybersecurity* tersebut, Astra juga mengacu pada prinsip-prinsip sesuai dengan standar internasional keamanan informasi, yaitu ISO 27001, dengan:

In ensuring data privacy and *cybersecurity*, Astra also refers to the principles according to the international standard of information security, namely ISO 27001, with:

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Kerahasiaan</b><br/>Confidentiality</p>                                                                                                                                                                                                                                                                 |  <p><b>Integritas Informasi</b><br/>Information Integrity</p>                                                                                                                                                                                                                                                                 |  <p><b>Ketersediaan Informasi</b><br/>Information Availability</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>Seluruh informasi dan data bersifat rahasia dan harus dilindungi. Kerahasiaan ini berarti bahwa akses data dan informasi hanya untuk personel 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> | <p>Integritas informasi berarti informasi dan data yang diterima harus dijaga dari perubahan yang tidak diotorisasi ataupun kerusakan sehingga dapat diakses dan digunakan oleh personel 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> | <p>Ketersediaan informasi berarti seluruh informasi dan data tersedia, serta siap digunakan bagi orang yang berwenang ketika 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 when needed, even when the Company is in non-ideal conditions or in an emergency. Therefore, <i>cybersecurity</i> and <i>data protection</i> are an integral part of Astra's risk management.</p> |

Astra telah mengimplementasikan dan tersertifikasi ISO 27001 sejak 2020 dan hal ini menjadi *Key Performance Indicators* (KPI) di CIST Astra. Selain auditor internal, implementasi ISO 27001 juga diaudit oleh auditor eksternal (*certification body*) secara berkala sebagai bagian dari proses sertifikasi dan *surveillance audit* ISO 27001. Dengan komitmen kami yang tinggi dalam menjalankan *control* dan *monitoring*, tidak terdapat pengaduan mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan sepanjang tahun 2022. [\[GRI 418-1\]](#)

Astra has implemented and ISO 27001 certified since 2020 and becomes Key Performance Indicators (KPI) in Astra CIST. In addition to internal auditors, ISO 27001 implementation is also audited by external auditors (*certification body*) regularly as part of the ISO 27001 certification and *surveillance audit* process. With our high commitment to control and monitoring, there were no substantiated complaints regarding violations of customer privacy and loss of customer data throughout 2022. [\[GRI 418-1\]](#)

Informasi dan paparan lebih lengkap mengenai implementasi Tata Kelola Perseroan, seperti nominasi dan seleksi badan tata kelola, manajemen risiko, konflik kepentingan, penyampaian hal-hal kritis, sistem pelaporan pelanggaran, kebijakan remunerasi, hingga evaluasi kinerja badan tata kelola dapat ditemukan dalam Laporan Tahunan PT Astra International Tbk 2022 pada Bab Tata Kelola Perseroan. [\[GRI 2-10\]](#)[\[GRI 2-15\]](#)[\[GRI 2-16\]](#)[\[GRI 2-18\]](#)[\[GRI 2-19\]](#) [\[GRI 2-21\]](#)

More detailed information and exposure on the implementation of the Company's Corporate Governance, such as nomination and selection of governance bodies, risk management, conflicts of interest, submission of critical matters, violation reporting system, remuneration policy, and evaluation of governance body performance, can be found in the Corporate Governance chapter of the 2022 Annual Report of PT Astra International Tbk. [\[GRI 2-10\]](#)[\[GRI 2-15\]](#)[\[GRI 2-16\]](#)[\[GRI 2-18\]](#)[\[GRI 2-19\]](#) [\[GRI 2-21\]](#)

## KOMUNIKASI KEBERLANJUTAN

Astra memiliki rangkaian kegiatan komunikasi untuk menyampaikan komitmen dan strategi keberlanjutan kepada pemangku kepentingan melalui Divisi Corporate Communications. Astra menyadari bahwa komunikasi merupakan strategi penting dalam meningkatkan kesadaran para pemangku kepentingan mengenai pentingnya keberlanjutan.

Payung strategi keberlanjutan Astra 2030 Sustainability Aspirations telah dikomunikasikan kepada pemangku kepentingan internal dan eksternal sejak diluncurkan. Pada lingkup internal, Astra 2030 Sustainability Aspirations pertama kali disampaikan melalui Astra Group Town Hall pada tanggal 12 Mei 2022. Dengan mengomunikasikan payung strategi tersebut, pemangku kepentingan internal dapat memahami fokus, target, dan inisiatif yang akan dilakukan Astra untuk menjadi perusahaan yang tangguh dan berkelanjutan.

Perseroan kemudian membuat dan menyebarkan Pedoman Komunikasi Keberlanjutan (*Sustainability Communications Guidelines*) untuk Grup Astra selama periode April dan Juni 2022 agar pesan-pesan mengenai aspek keberlanjutan dapat selaras dan diterapkan ke seluruh anggota Grup Astra. Pesan-pesan mengenai keberlanjutan juga dilakukan secara rutin melalui majalah internal dan media-media internal lainnya. Sedangkan dalam mengkomunikasikan keberlanjutan ke pemangku kepentingan eksternal, Astra melakukan *roadshow* ke media, investor, analis dan kreditur.

Kegiatan-kegiatan komunikasi yang dilakukan diharapkan dapat meningkatkan kepercayaan dan dukungan dari pemangku kepentingan eksternal kepada Astra untuk mewujudkan komitmen terhadap keberlanjutan, khususnya fokus Astra untuk masyarakat yang inklusif dan sejahtera, iklim dan planet, serta berkontribusi pada pertumbuhan ekonomi Indonesia.

## SUSTAINABILITY COMMUNICATIONS

Astra has a number of communication activities to communicate sustainability commitments and strategies to stakeholders through the Corporate Communications Division. Astra realizes that communication is an important strategy to increase stakeholders' awareness of the importance of sustainability.

The Astra 2030 Sustainability Aspirations framework has been communicated to internal and external stakeholders since its launch. Internally, the Astra 2030 Sustainability Aspirations was first communicated through the Astra Group Town Hall on May 12, 2022. By communicating the strategic framework, internal stakeholders will be able to understand the focus, targets, and initiatives that will be conducted by Astra to become a resilient and sustainable company.

The Company then developed and distributed Sustainability Communications Guidelines for Astra Group during the period of April and June 2022 so that messages on sustainability aspects could be aligned and implemented to all Astra Group members. Messages on sustainability are regularly communicated through internal magazines and other internal media. Meanwhile, to communicate the sustainability framework to external stakeholders, Astra conducted roadshows to the media, investors, analysts, and creditors.

Astra hopes that the communication activities conducted will increase the trust and support from external stakeholders for Astra to realize its commitment towards sustainability, especially Astra's focus on an inclusive and prosperous community, climate and planet, as well as contributing to economic growth in Indonesia.

## Kegiatan Komunikasi Keberlanjutan 2022

### 2022 Sustainability Communication Activities

#### Lingkup | Scope: **Internal** | Internal

- Peluncuran Astra 2030 Sustainability Aspirations melalui Astra Group Town Hall pada tanggal 12 Mei 2022
- Pembuatan dan penyebaran Pedoman Komunikasi Keberlanjutan (Sustainability Communications Guidelines) untuk Grup Astra agar dapat menyelaraskan informasi di Grup Astra, serta memonitoring dan memastikan kegiatan komunikasi sesuai dengan Sustainability Communications Guidelines
- Memberikan edukasi terkait komunikasi keberlanjutan dengan membuat Newsletter Sustainability Digest dan kuis kepada karyawan internal terkait keberlanjutan
- Membuat halaman Sustainability Digest di Astramagz
- Membantu Grup Astra dalam penyelarasan *key message* komunikasi sustainability pada pemberitaan
- Membantu Grup Astra dalam merespons *inquiry* dari pemangku kepentingan lainnya
- Membantu pembuatan materi dan proses sosialisasi terkait komunikasi keberlanjutan di Astra
- Penambahan materi komunikasi keberlanjutan dalam Buku Manual Astra Communications Management System (ACMS) Cetakan Kedua (dengan revisi) yang merupakan salah satu panduan untuk kegiatan komunikasi
- Mengintegrasikan komunikasi keberlanjutan di dalam kriteria program asesmen perusahaan Grup Astra
- Launching of Astra 2030 Sustainability Aspirations through Astra Group Town Hall on May 12, 2022
- Development and distribution of Sustainability Communications Guidelines for Astra Group to ensure alignment of information in Astra Group, and to monitor and ensure communication activities are in line with the Sustainability Communications Guidelines
- Educating employees on sustainability communication by developing a Sustainability Digest Newsletter and quizzes for internal employees on sustainability
- Creating a Sustainability Digest page on Astramagz
- Assisting Astra Group in aligning sustainability communication key messages in the news
- Assisting Astra Group in responding inquiries from other stakeholders
- Assisting in the development of materials and socialization process related to sustainability communication in Astra
- Adding sustainability communication material in the Second Edition of Astra Communications Management System (ACMS) manual (with revisions), which was one of the guidelines for communication activities
- Integrating sustainability communication in Astra Group's corporate assessment program criteria

#### Lingkup | Scope: **Media** | Media

- Aktivitas *roadshow* ke 30 media nasional
- Distribusi *fact sheet* Astra 2030 Sustainability Aspirations kepada media tersebut
- Memonitor seluruh pemberitaan terkait sustainability di Grup Astra
- Roadshow activities to 30 national media
- Distribution of Astra 2030 Sustainability Aspirations fact sheet to the media
- Monitoring all news related to sustainability in Astra Group

#### Lingkup | Scope: **Digital & Media Sosial** | Digital & Social Media

- Membuat *webpage* khusus keberlanjutan di website Perseroan.
- Membuat logo untuk setiap Astra 2030 Sustainability Aspirations dan 7 Flagship Initiatives.
- Membuat video Astra 2030 Sustainability Aspirations.
- Membuat konten di media sosial mengenai edukasi keberlanjutan.
- Created a dedicated sustainability webpage on the Company's website
- Created logos for each of Astra 2030 Sustainability Aspirations and 7 Flagship Initiatives
- Created Astra 2030 Sustainability Aspirations video
- Created social media content about sustainability education

**Lingkup | Scope: Pemerintah | Government**

Berpartisipasi pada kegiatan COP27 sebagai bentuk upaya dukungan Astra dalam adaptasi mitigasi dan perubahan iklim. Participated in COP27 event as an act of Astra's support for climate change adaptation and mitigation.

**Lingkup | Scope: Institusi Keuangan | Financial Institutions**

Aktivitas *roadshow* dengan total ke 23 institusi global dan domestik yang mencakup kelompok pemangku kepentingan investor, analis/sekuritas, dan kreditur. Roadshow activities with a total of 23 global and domestic institutions including stakeholder groups of investors, analysts/securities, and creditors.



Our transition journey is guided by Astra 2030 Sustainability Aspirations, which is based on our new Sustainability Framework that fully integrates sustainability into Astra Triple-P Strategy.



Through 10 Sustainability Aspirations, we are committed to combining our focus on communities with a focus on climate and the planet.







# Portfolio Roadmap

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Astra Green Company (AGC)
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# Portfolio Roadmap



Selama 65 tahun Grup Astra hadir di tengah masyarakat dengan komitmen memberikan manfaat positif dari kegiatan bisnis yang dijalankan serta pengelolaan lingkungan yang bertanggung jawab. Melalui Astra 2030 Sustainability Aspirations di Pilar Portfolio Roadmap, Astra memperkuat *sustainable resilience* dalam portofolio bisnis dan pengambilan keputusan strategis di Grup Astra.






For 65 years, the Astra Group has been present in Indonesian communities committed to providing positive impacts from the business activities and responsible environmental management. Through the Astra 2030 Sustainability Aspirations on the Pillar Portfolio Roadmap, Astra has strengthened sustainable resilience in its business portfolio and strategic decision-making in the Astra Group.

Setelah melakukan rejuvinasi strategi Triple-P Roadmap pada tahun 2022, tahun ini Astra melanjutkan perjalanan keberlanjutan kami dengan meluncurkan Astra 2030 Sustainability Aspirations yang akan menjadi panduan bagi Grup Astra untuk bertransisi menuju perusahaan yang lebih berkelanjutan dan tangguh guna memberikan dampak positif kepada bumi, bisnis, serta masyarakat secara luas.

After updating the Triple-P Roadmap strategy in 2022, Astra has continued its sustainability journey by launching Astra 2030 Sustainability Aspirations in 2022 which will guide the Group to advance towards a more sustainable and resilient company to have a positive impact on the world, business, as well as society at large.

Pada Astra 2030 Sustainability Aspirations tersebut, terdapat 10 Sustainability Aspiration di mana lima di antaranya merupakan bagian dari Portofolio Roadmap, yakni:

In the Astra 2030 Sustainability Aspirations, there are 10 Sustainability Aspirations, five of which are part of the Portfolio Roadmap, such as:

| Aspirasi<br>Aspiration                                                                                                                                                            | Komitmen 2030<br>2030 Commitment                                                                                                                                                                                     | Inisiatif Unggulan<br>Flagship Initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Mengurangi Emisi Gas Rumah Kaca (GRK)</b><br/>Reducing Greenhouse Gas (GHG) Emissions</p> | <p>Menurunkan emisi gas rumah kaca Grup Astra <i>scope</i> 1 dan 2 sebesar 30% dari <i>baseline</i> tahun 2019<br/>Reduce group-wide <i>scope</i> 1 and 2 greenhouse gas by 30% compared to 2019 <i>baseline</i></p> | <ul style="list-style-type: none"> <li>• <b>Fuel Smart</b><br/>Meningkatkan kemajuan yang telah dicapai oleh semua unit bisnis kami dalam efisiensi bahan bakar dan energi Building on the progress that all our business units have already made in fuel and energy efficiency</li> <li>• <b>Renew &amp; Reduce</b><br/>Meningkatkan kapasitas energi terbarukan dalam operasional kami<br/>Increasing our renewable capacity in our operations</li> <li>• <b>Go Nature</b><br/>Menerapkan <i>Nature Based Solution</i>, dimulai dengan inisiatif menanam tiga juta pohon<br/>Deploying <i>Nature Based Solutions</i>, starting with an initiative to plant three million trees</li> </ul> |
|  <p><b>Pengelolaan Energi</b><br/>Energy Management</p>                                        | <p>50% bauran energi terbarukan untuk mendukung kegiatan operasional<br/>50% renewable energy mix to supply operations</p>                                                                                           | <p><b>Renew &amp; Reduce</b><br/>Meningkatkan kapasitas energi terbarukan dalam operasional kami<br/>Increasing our renewable capacity in our operations</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|  <p><b>Pengelolaan Air dan Limbah Cair</b><br/>Water and Liquid Waste Management</p>           | <p>Mengurangi intensitas pengambilan air Grup Astra sebesar 15% dari <i>baseline</i> tahun 2019<br/>Reduce group-wide water withdrawal intensity by 15% compared to 2019 <i>baseline</i></p>                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|  <p><b>Pengelolaan Limbah Padat</b><br/>Solid Waste Management</p>                             | <p>Mencapai hingga 99% daur ulang dan <i>recovery</i> limbah padat<br/>Achieve 99% solid waste recycling and <i>recovery</i></p>                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|  <p><b>Model Bisnis yang Tangguh</b><br/>Resilient Business Model</p>                          | <p>Meningkatkan <i>business resilience</i> dengan meningkatkan pendapatan non-batu bara hingga 88%<br/>Increase our <i>business resilience</i> by growing non-coal revenues to 88%</p>                               | <ul style="list-style-type: none"> <li>• <b>Renewable Future</b><br/>Fokus pada peningkatan proyek dan investasi kami pada energi terbarukan<br/>Focusing on scaling up our renewable energy projects and investments</li> <li>• <b>Future of Mobility</b><br/>Melakukan investasi pada ekosistem kendaraan listrik di Indonesia<br/>Pursuing investments in the electric vehicle ecosystem in Indonesia</li> <li>• <b>Future of Mines</b><br/>Fokus pada diversifikasi ke pertambangan mineral non-batu bara<br/>Focusing on diversifying into non-coal mineral mining</li> </ul>                                                                                                          |

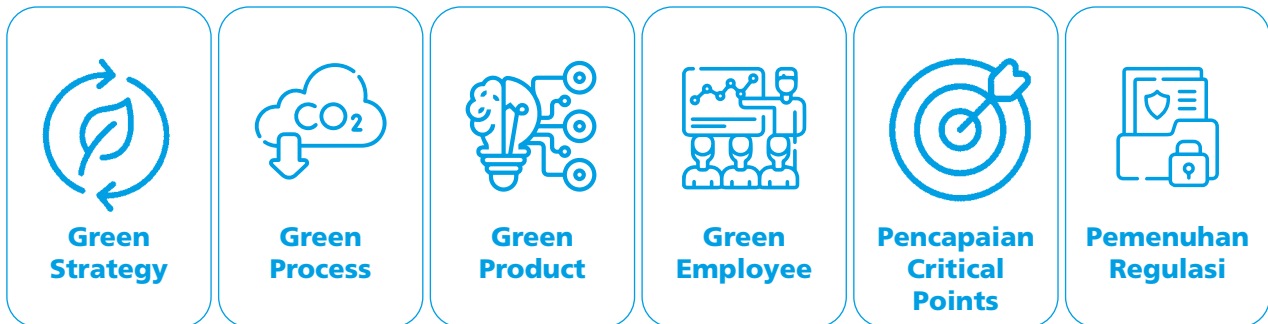
Dengan aspirasi dan komitmen yang disertai inisiatif-inisiatif unggulan pada aspek emisi GRK, pengelolaan energi, pengelolaan air, pengelolaan limbah, dan model bisnis yang tangguh, Grup Astra ingin memperkuat ketahanan perekonomian Indonesia yang mendukung masyarakat yang inklusif dan sejahtera dan mampu menyeimbangkan kebutuhan saat ini dengan masa depan.

Pada tingkat operasional, aspirasi dan komitmen ini diwujudkan dalam bentuk sistem manajemen Astra Green Company (AGC) dan Astra Friendly Company (AFC) yang diimplementasikan di seluruh Grup Astra.

**ASTRA GREEN COMPANY (AGC)**

Astra Green Company (AGC) telah diimplementasikan di seluruh Grup Astra sejak 2000. AGC menjadi payung Sistem Manajemen Lingkungan dan Kesehatan dan Keselamatan Kerja (LK3) untuk memantau pencapaian kinerja perusahaan dalam memenuhi berbagai persyaratan pengelolaan LK3 di tempat kerja, termasuk memastikan kepatuhan terhadap peraturan dan perundang-undangan, serta standar nasional maupun internasional.

AGC mencakup sejumlah kriteria yang menjadi referensi penilaian kinerja LK3 di seluruh Grup Astra, yakni:



Evaluasi implementasi AGC di seluruh Grup Astra dilaksanakan berkala secara berjenjang melalui *Corporate Assessment*, *Group Assessment*, dan *Self Assessment*. Hasil *assessment* dari AGC dinyatakan dalam kategori peringkat (*rating*) warna, yakni: hitam, merah, biru, hijau, dan emas.

Pada tahun 2022, penilaian AGC telah dilaksanakan di 700 instalasi Perusahaan Grup Astra dan 98,43% di antaranya berhasil mencapai rating biru, hijau, dan emas.

Driven by these commitments, as well as leading initiatives in GHG emissions, energy management, water management, waste management, and a robust business model, Astra Group wants to strengthen the resilience of the Indonesian economy to support an inclusive and prosperous society. It can balance current and future needs.

At the operational level, these aspirations and commitments are implemented using our management system framework referred to Astra Green Company (AGC) and Astra Friendly Company (AFC) which are implemented across the Astra Group.

**ASTRA GREEN COMPANY (AGC)**

Astra Green Company (AGC) has been implemented throughout the Astra Group since 2000. AGC has become the umbrella for Environmental, Occupational Health and Safety (EHS) Management Systems to monitor the company’s achievements to comply with various EHS management requirements in the workplace, including ensuring compliance with laws and regulations, as well as national and international standards.

The AGC includes several criteria which are used as a reference for assessing EHS performance throughout the Astra Group, such as:

Evaluation of AGC implementation throughout the Astra Group is carried out periodically in stages through *Corporate Assessments*, *Group Assessments*, and *Self Assessments*. The results of the AGC assessment are expressed in the color rating categories, such as black, red, blue, green and gold.

In 2022, AGC assessments were implemented in 700 Astra Group’s installation and 98.43% of them have achieved blue, green, and gold ratings.

# 700

Total jumlah instalasi Perusahaan Grup Astra yang dinilai dengan asesmen AGC  
Total number of Astra Group's instalation assessed with AGC assesement

**Emas** Gold

## 99

Instalasi  
Installations

**Hijau** Green

## 459

Instalasi  
Installations

**Biru** Blue

## 131

Instalasi  
Installations

**Merah** Red

## 7

Instalasi  
Installations

**Hitam** Black

## 4

Instalasi  
Installations

Keterangan | Note:

Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan)  
The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies)

Implementasi AGC di seluruh Grup Astra telah membantu Astra dalam mencapai rating yang baik pada Penilaian Peringkat Kinerja Perusahaan dalam Lingkungan Hidup (PROPER) oleh Kementerian Lingkungan Hidup dan Kehutanan tahun 2022. Tahun ini, Grup Astra memperoleh 4 PROPER Hijau dan 81 PROPER Biru dari Grup Astra di lini otomotif; alat berat; pertambangan; konstruksi, dan energi; serta agribisnis.

The implementation of AGC throughout the Astra Group helped the Group to achieve a good rating on the Corporate Performance Rating Assessment in the Environment (PROPER) by the Ministry of Environment and Forestry in 2022. Astra Group received 4 Green PROPER and 81 Blue PROPER from Astra Group this year, namely in the automotive; heavy equipment; mining; construction, and energy; as well as agribusiness.

### Pencapaian Peringkat PROPER Grup Astra Achievement of Astra Group's PROPER Rating



# 4

**PROPER HIJAU**



# 81

**PROPER BIRU**

## KINERJA LINGKUNGAN

### Pengurangan Emisi Gas Rumah Kaca (GRK)

Grup Astra berupaya mengelola jejak karbon dan melaksanakan pengurangan emisi gas rumah kaca yang dihasilkan dari kegiatan usaha dengan tanggung jawab dan memenuhi standar serta peraturan yang berlaku. Grup Astra terus melakukan inventarisasi emisi, baik emisi *scope 1* yang berasal dari pemakaian energi langsung dan emisi *scope 2* yang berasal dari pemakaian energi dari luar Perseroan. Sampai dengan akhir tahun 2022, Grup Astra telah menurunkan emisi gas rumah kaca *scope 1* dan *scope 2* sebesar 10%. [GRI 305-5]

Data kinerja jejak karbon Grup Astra sampai akhir tahun 2022 adalah sebagai berikut:

#### Emisi GRK (Scope 1 dan 2) [SEOJK F.11][GRI 305-1] [GRI 305-2] GHG Emissions (Scope 1 and 2)

| Emisi   Emission | Metric                       | 2020             | 2021             | 2022             |
|------------------|------------------------------|------------------|------------------|------------------|
| Scope 1          | Ton CO <sub>2</sub> -eq      | 3,932,948        | 3,875,278        | 4,387,685        |
| Scope 2          | Ton CO <sub>2</sub> -eq      | 381,626          | 436,806          | 471,416          |
| <b>Total</b>     | <b>Ton CO<sub>2</sub>-eq</b> | <b>4,314,574</b> | <b>4,312,084</b> | <b>4,859,101</b> |

| Emisi   Emission         | Metric                       | 2020           | 2021           | 2022             |
|--------------------------|------------------------------|----------------|----------------|------------------|
| <b>Biogenic Emission</b> | <b>Ton CO<sub>2</sub>-eq</b> | <b>891,200</b> | <b>875,265</b> | <b>1,051,066</b> |

#### Keterangan | Notes:

- Data konsolidasi emisi menggunakan pendekatan *operational control*, sehingga mencakup entitas induk dan anak perusahaan (189 perusahaan). Consolidated emissions data used an operational control approach, including parent entity and subsidiaries (189 companies).
- Perhitungan emisi biogenik hanya bersumber dari biofuel. Calculation of biogenic emissions was mainly based only on biofuels.
- Jenis Gas Rumah Kaca dalam perhitungan emisi mencakup jenis gas CO<sub>2</sub>, CH<sub>4</sub>, dan N<sub>2</sub>O yang berasal dari *stationary combustions* (sumber emisi tidak bergerak) dan *mobile combustions* (sumber emisi bergerak). Types of Greenhouse Gases in the emissions calculation included CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O gases originating from stationary combustion (immovable emission sources) and mobile combustion (moving emission sources).
- Tahun 2019 menjadi *baseline year* perhitungan reduksi emisi GRK. *Baseline year* tersebut dipilih karena tahun tersebut adalah puncak emisi Grup Astra selama periode tiga tahun dari 2017-2019. 2019 was the baseline year for calculating GHG emissions reductions. The baseline year was chosen because it was the peak of Astra Group's emissions during the three years from 2017-2019.
- Standar faktor konversi dan Global Warming Potential (GWP) untuk perhitungan emisi menggunakan IPCC GHG Protocol Sixth Assessment Cycle (AR6), Kementerian Energi dan Sumber Daya Mineral Indonesia, Department for Environment, Food and Rural Affairs (DEFRA) Inggris dan United States Environmental Protection Agency (USEPA). Standard conversion factor and Global Warming Potential (GWP) for emissions calculations using the Sixth Assessment Cycle of IPCC Protocol GHG (AR6), Indonesian Ministry of Energy and Mineral Resources, Department for Environment, Food and Rural Affairs (DEFRA) UK and United States Environmental Protection Agency (USEPA).
- Standar konversi listrik yang bersumber dari Perusahaan Listrik Negara (PLN) menggunakan faktor konversi dari Kementerian Energi dan Sumber Daya Mineral tahun 2019, sesuai dengan *grid* kelistrikan di tiap-tiap area operasional Grup Astra. Standard electricity conversion from the State Electricity Company (PLN) applied a conversion factor from the 2019 Ministry of Energy and Mineral Resources, by the electricity grid in each operational area of Astra Group.
- Emisi biogenik mengacu pada pelepasan senyawa organik yang mudah menguap (*Volatile Organic Compounds*) dan gas lainnya dari organisme hidup, seperti tanaman dan mikroorganisme. Emisi ini terjadi secara alami dan memainkan peran penting dalam kimia atmosfer bumi. Biogenic emissions refer to the release of Volatile Organic Compounds (VOCs) and other gasses from living organisms, such as plants and microorganisms. These emissions occur naturally and play an important role in the Earth's atmospheric chemistry.
- Data total emisi GRK *scope 1* dan *2* mengacu pada Kriteria Pengumpulan dan Perhitungan Data yang terdapat pada halaman 201-202. The total greenhouse gas emission *scope 1* and *2* data are prepared using the Data Collection and Calculation Criteria on page 201-202.

### Pengurangan Total Emisi GRK Total GHG Emission Reduction

# 10%

Pengurangan emisi GRK *scope 1* dan *2* dari *baseline* tahun 2019  
GHG emission reduction for *scope 1* and *2* compared to 2019 baseline

## ENVIRONMENTAL PERFORMANCE

### Greenhouse Gas (GHG) Emission Reduction

Astra Group strives to manage its carbon footprint and implement greenhouse gas emission reductions responsibly and in compliance with applicable standards and regulations. Astra Group continues to disclose emissions, both *scope 1* emissions originating from direct energy use and *scope 2* emissions originating from energy use from outside the Company. By the end of 2022, Astra Group has reduced *scope 1* and *scope 2* greenhouse gas emissions by 10%. [GRI 305-5]

Astra Group's carbon footprint performance data until the end of 2022 is as follows:



**PAMA Kembangkan Fuel Efficiency Controller untuk Efisiensi Bahan Bakar [SEOJK F.5] [SEOJK F.26]**  
 PAMA Develops Fuel Efficiency Controller for Fuel Efficiency



PAMA melalui Project F1 melakukan kerja sama dengan McLaren Applied untuk mengembangkan dan mengimplementasikan sebuah sistem yang bertujuan untuk meningkatkan efisiensi penggunaan bahan bakar dengan memberikan rekomendasi kecepatan dan *gear selection* secara *real-time* kepada unit *dump truck*. Hal ini dilakukan dengan menggunakan data *real-time* Ewacs Pro dan kemampuan *cloud computing* membuat sebuah model rekomendasi. Saat ini tim PAMA F1 terus berupaya meningkatkan tingkat kepatuhan operator terhadap rekomendasi dan mengembangkan model rekomendasi lebih lanjut ke versi 2.

Pencapaian tingkat kepatuhan saat ini mencapai 32% dengan pengurangan konsumsi bahan bakar 0,76 liter per jam per unit per Desember 2022.

PAMA through Project F1 is collaborating with McLaren Applied to develop and implement a system that aims to improve fuel use efficiency by providing rapid recommendations and gear selection in real time to dump truck units. That is done using Ewacs Pro's real-time data and cloud computing capabilities to develop a recommendation model. Currently the PAMA The F1 team continues to improve the operator's adherence level on the recommendations and acquire an advance recommendation model version 2.

The achievement of the current compliance rate was 32% with a reduction in fuel consumption of 0.76 liters per hour per unit as of December 2022.

**Intensitas Emisi [GRI 305-4][SEOJK F.11]**

Pada tahun 2022, Astra memperkuat fokus terhadap mitigasi perubahan iklim dan mendukung upaya Pemerintah Indonesia dalam mencapai *net zero emission* pada tahun 2060 atau lebih cepat. Hal ini dituangkan dalam Astra 2030 Sustainability Aspirations yang telah diluncurkan pada awal tahun 2022, di mana Grup Astra berkomitmen untuk menurunkan emisi GRK *Scope 1* dan *Scope 2* sebesar 30% pada tahun 2030.

Berbagai upaya untuk mengurangi jejak karbon yang dihasilkan dari kegiatan usaha Grup Astra terus dilaksanakan secara konsisten dan terus diperluas skala implementasinya di seluruh Grup Astra. Upaya-upaya ini antara lain, seperti efisiensi bahan bakar dan energi, bertransisi dan meningkatkan kapasitas energi terbarukan dalam operasional, dan menerapkan *nature-based solution* yang dimulai dengan inisiatif menanam tiga juta pohon.

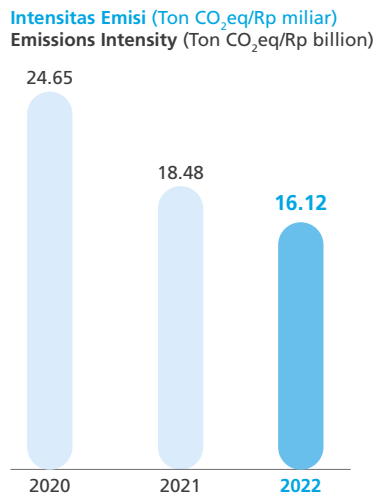
Pada tahun 2022, Grup Astra mencatatkan intensitas emisi sebesar 16,12 Ton CO<sub>2</sub>-eq/Rp miliar pendapatan. Intensitas emisi di Grup Astra merupakan jumlah emisi CO<sub>2</sub> yang dihasilkan per satu miliar Rupiah pendapatan.

**Emission Intensity [GRI 305-4][SEOJK F.11]**

In 2022, Astra Group strengthened its focus on climate change mitigation and supported the Indonesian Government's efforts to achieve net zero emissions by 2060 or sooner. This was part of achieving Astra 2030 Sustainability Aspirations, launched in early 2022. The Group committed to reducing Scope 1 and Scope 2 GHG emissions by 30% by 2030.

Astra Group continues to strive to reduce the carbon footprint resulting from the Group's business activities. These efforts include, among others, implementing fuel and energy efficiency, shifting and increasing the capacity of renewable energy in operations, and implementing nature-based solutions, starting with the initiative to plant three million trees.

In 2022, Astra Group posted an emission intensity of 16.12 Ton CO<sub>2</sub>-eq/Rp billion of revenue. The emission intensity in the Group is the number of CO<sub>2</sub> emissions produced per one billion Rupiah of revenue.



Perhitungan intensitas emisi Grup Astra dihitung menggunakan jumlah emisi dari emisi *Scope 1* dan *Scope 2* dibagi dengan total pendapatan Grup Astra sesuai Laporan Keuangan pada tahun tersebut.

The calculation of Astra Group's emission intensity is calculated using the amount of Scope 1 and Scope 2 emissions divided by the total income of the Group according to the Financial Statements of that year.

**Pengelolaan Energi**

Grup Astra menggunakan energi untuk mengoperasikan fasilitas dan peralatan manufaktur, kendaraan operasional, area perkantoran, dan kegiatan pendukung lainnya. Grup Astra berkomitmen untuk mencapai 50% bauran energi terbarukan dalam operasional Grup Astra terbarukan pada tahun 2030.

**Energy Management**

Astra Group utilizes energy to operate manufacturing facilities and equipment, operational vehicles, office areas, and other supporting activities. The Group is committed to achieve 50% of the renewable energy mix in its operations by 2030.

Pada tahun 2022, Grup Astra telah melakukan beberapa inisiatif dalam pemanfaatan energi terbarukan, seperti penggunaan biomassa, *biofuel*, dan panel surya. Selain itu, Grup Astra juga telah menggunakan Renewable Energy Certificate (REC) dari Perusahaan Listrik Negara (PLN). Adapun total bauran energi terbarukan yang digunakan untuk operasional Grup Astra sampai dengan akhir tahun 2022 telah mencapai 43% dari total seluruh konsumsi energi Grup Astra.

In 2022, the Astra Group implemented several initiatives in the utilization of renewable energy, such as the use of biomass, biofuels, and solar panels. The Group also used the Renewable Energy Certificate (REC) from the State Electricity Company (PLN). The total mix of renewable energy used for Astra Group operations in 2022 has reached 43% of the total energy consumption of the Group.

**Komposisi Konsumsi Energi Terbarukan**  
**Renewable Energy Consumption Composition**

**43%**

Dari total seluruh konsumsi energi Grup Astra berasal dari sumber energi terbarukan.  
 The total energy consumption of the Astra Group came from renewable energy sources.

**Total Konsumsi Bahan Bakar dari Sumber Daya Terbarukan [SEOJK F.6][GRI 302-1]**  
**Total Fuel Consumption from Renewable Resources**

| Jenis Bahan Bakar<br>Types of Fuel | Satuan<br>Unit | Total Konsumsi Energi Terbarukan<br>Total Consumption from Renewable Energy |                   |                   |
|------------------------------------|----------------|-----------------------------------------------------------------------------|-------------------|-------------------|
|                                    |                | 2020                                                                        | 2021              | 2022              |
| Biofuel   Biofuels                 |                | 13,318,006                                                                  | 13,007,172        | 14,798,580        |
| Serabut   Fibers                   | Giga Joule     | 13,658,178                                                                  | 14,339,878        | 11,959,336        |
| Cangkang   Shells                  |                | 6,152,119                                                                   | 6,459,169         | 6,905,260         |
| <b>Total</b>                       |                | <b>33,128,303</b>                                                           | <b>33,806,219</b> | <b>33,663,176</b> |

Keterangan | Note:  
 Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
 The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)

**Total Konsumsi Bahan Bakar dari Sumber Daya Tidak Terbarukan [SEOJK F.6][GRI 302-1]**  
**Total Fuel Consumption from Non-Renewable Resources**

| Jenis Sumber Daya Tidak Terbarukan<br>Types of Non-Renewable Resources | Satuan<br>Unit | Total Konsumsi Sumber Daya Tidak Terbarukan<br>Total Consumption from Non-Renewable Resources |                   |                   |
|------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------|-------------------|-------------------|
|                                                                        |                | 2020                                                                                          | 2021              | 2022              |
| Aviation fuel                                                          |                | 7,541                                                                                         | 9,335             | 6,595             |
| Biofuel                                                                |                | 31,075,368                                                                                    | 30,350,086        | 39,929,525        |
| CNG                                                                    |                | 5,839                                                                                         | 11,528            | 0                 |
| Coal (Electricity Generation)                                          |                | 1,375,731                                                                                     | 1,482,131         | 1,805,347         |
| Diesel                                                                 |                | 193,706                                                                                       | 222,228           | 84,897            |
| Kerosene                                                               | Giga Joule     | 575                                                                                           | 21                | 0                 |
| LNG                                                                    |                | 394,475                                                                                       | 622,433           | 0                 |
| LPG                                                                    |                | 61,975                                                                                        | 78,244            | 24,378            |
| Natural Gas                                                            |                | 553,052                                                                                       | 714,458           | 1,066,814         |
| Petrol                                                                 |                | 1,097,184                                                                                     | 1,228,678         | 317,640           |
| <b>Total</b>                                                           |                | <b>34,765,446</b>                                                                             | <b>34,719,142</b> | <b>43,235,196</b> |

Keterangan | Note:  
 Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
 The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)

### Konsumsi Energi dari Listrik yang Dibeli [GRI 302-1][SEOJK F.6] Energy Consumption from Purchased Electricity

| Jenis Energi<br>Types of Energy | Satuan<br>Unit | Total Konsumsi Energi dari Listrik yang Dibeli<br>Total Energy Consumption of Purchased Electricity |           |           |
|---------------------------------|----------------|-----------------------------------------------------------------------------------------------------|-----------|-----------|
|                                 |                | 2020                                                                                                | 2021      | 2022      |
| Listrik   Electricity           | Giga Joule     | 1,579,141                                                                                           | 1,713,468 | 1,885,720 |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)

### Energi Listrik yang Dijual [GRI 302-1][SEOJK F.6] Electricity Sold

| Jenis Energi<br>Types of Energy | Satuan<br>Unit | Total Energi Listrik yang Dijual<br>Total Electricity Sold |         |         |
|---------------------------------|----------------|------------------------------------------------------------|---------|---------|
|                                 |                | 2020                                                       | 2021    | 2022    |
| Listrik   Electricity           | Giga Joule     | 86,768                                                     | 102,174 | 132,303 |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)

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

| Jenis Energi berdasarkan Sumber Daya<br>Types of Energy based on Resources                | Satuan<br>Unit | Total Konsumsi Energi berdasarkan Sumber Daya<br>Total of Energy based on Resources |                   |                   |
|-------------------------------------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------|-------------------|-------------------|
|                                                                                           |                | 2020                                                                                | 2021              | 2022              |
| <b>Energi Terbarukan   Renewable Energy</b>                                               |                |                                                                                     |                   |                   |
| Bahan Bakar dari Sumber Daya Terbarukan  <br>Fuels from Renewable Resources               |                | 33,128,303                                                                          | 33,806,219        | 33,663,176        |
| Panel Surya   Solar PV                                                                    | Giga Joule     | 7,168                                                                               | 9,184             | 15,910            |
| Pembelian REC   Purchased REC                                                             |                | 0                                                                                   | 0                 | 198,323           |
| <b>Energi Tidak Terbarukan   Non-Renewable Energy</b>                                     |                |                                                                                     |                   |                   |
| Bahan Bakar dari Sumber Tidak Terbarukan  <br>Fuels from Non-Renewable Resources          |                | 34,765,445                                                                          | 34,719,142        | 43,235,196        |
| Konsumsi Energi dari Listrik yang Dibeli<br>Energy Consumption from Purchased Electricity | Giga Joule     | 1,579,141                                                                           | 1,713,468         | 1,885,720         |
| <b>Total</b>                                                                              |                | <b>69,480,057</b>                                                                   | <b>70,248,013</b> | <b>78,998,325</b> |

Keterangan | Note:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Data total konsumsi energi mengacu pada Kriteria Pengumpulan dan Perhitungan Data yang terdapat pada halaman 201-202  
The total energy consumption data are prepared using the Data Collection and Calculation Criteria on page 201-202

### Intensitas Energi [GRI 302-4][GRI 302-5] Energy Intensity

|                                                                                                                                                                                                                                            | 2020                                                                                                                                                                                                                                              | 2021   | 2022   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| A) Rasio intensitas energi untuk organisasi yang dapat dihitung sebagai konsumsi energi mutlak/unit pendapatan.<br>Energy intensity ratio for the organization, which can be calculated as absolute energy consumption/ unit of revenue.   | 396.92                                                                                                                                                                                                                                            | 300.87 | 262.12 |
| B) Metrik khusus organisasi (pembilang) yang dipilih untuk menghitung rasio<br>Organization-specific metric (the denominator) chosen to calculate the ratio                                                                                | per Rp miliar pendapatan<br>per Rp billion of revenue                                                                                                                                                                                             |        |        |
| C) Jenis energi yang termasuk dalam rasio intensitas; baik bahan bakar, listrik, pemanas, pendingin, uap, atau seluruhnya.<br>Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. | Bahan bakar terbarukan, Pembangkit Listrik Tenaga Surya (PLTS) di lokasi, bahan bakar tidak terbarukan, dan listrik yang dibeli<br>Renewable fuel, onsite PV, non renewable fuel, and purchased electricity                                       |        |        |
| D) Apakah rasio tersebut menggunakan konsumsi energi di dalam organisasi, di luar organisasi, atau keduanya.<br>Whether the ratio uses energy consumption within the organization, outside of it, or both.                                 | Data kuantitatif untuk pengungkapan ini dikumpulkan dari 189 perusahaan, termasuk perusahaan induk dan anak perusahaannya<br>Quantitative data for this disclosure was gathered from 189 companies, including parent company and its subsidiaries |        |        |



**Pemanfaatan Panel Surya di Grup Astra**  
Utilization of Solar Panels in Astra Group



**Politeknik Astra**

Politeknik Astra menyelesaikan konstruksi dan pemasangan panel surya sebanyak 860 yang diimplementasikan di atap gedung kampus utama seluas 4.100 m<sup>2</sup>. Panel-panel itu mampu menghasilkan energi listrik 0,45 MWp (449 KWp). Proyek kolaborasi dengan PT Energia Prima Nusantara melibatkan Program Studi Diploma 3 Pembuatan Peralatan Perkakas Produksi, Teknik Produksi dan Proses Manufaktur, serta Teknologi Konstruksi Bangunan Gedung.

**Astra Polytechnic**

Astra Polytechnic completed the construction and installation of 860 solar panels on the roof of the main campus building and a 4,100 m<sup>2</sup>. The panels are capable of generating 0.45 MWp (449 KWp) of electrical energy. The collaborative project with PT Energia Prima Nusantara involves the Diploma 3 Study Program Manufacturing Equipment Production, Production Engineering and Manufacturing Processes, and Building Construction Technology.

**Pemasangan PLTS Atap di Daihatsu**

PT Astra Daihatsu Motor (ADM) telah berkomitmen untuk pemasangan peralatan pembangkit listrik tenaga surya atap atau panel surya dengan total kapasitas 3,2 MWp di beberapa area operasional melalui kerja sama dengan PT Energia Prima Nusantara. Hal ini merupakan kelanjutan implementasi dari pemasangan panel surya yang telah dimulai sejak tahun 2019 di Parts Center Cibitung dan sebagian area di Karawang *Assembly Plant* pada tahun 2021 dengan total sebesar 1,2 MWp. Penggunaan solar panel diharapkan mampu mendukung program pemerintah dalam mengurangi emisi karbon dioksida (CO<sub>2</sub>).

**Installation of Rooftop Solar Power on Daihatsu**

PT Astra Daihatsu Motor (ADM) has committed to installing solar panels with a total capacity of 3.2 MWp in several operational areas, in collaboration with PT Energia Prima Nusantara. This is a continuation of the implementation of the installation of solar panels which began in 2019 at the Cibitung Parts Center and parts of the Karawang Assembly Plant in 2021 with a total of 1.2 MWp. The use of solar panels is expected to be able to support government programs in reducing carbon dioxide (CO<sub>2</sub>) emissions.

### Panel Surya di Pabrik AHM

PT Astra Honda Motor (AHM) meresmikan penggunaan panel surya sebagai salah satu sumber energi terbarukan untuk mendukung kegiatan operasional pabrik AHM di Karawang. Dengan penambahan ini, total panel surya yang terpasang di beberapa fasilitas pabrik AHM telah mencapai 8,76 MWp.

Pemasangan panel surya merupakan bagian dari upaya perusahaan dalam mengimplementasikan prinsip *Environment, Social, and Governance* (ESG) pada berbagai aktivitas perusahaan. Sejak tahun 2014 hingga saat ini, sebanyak 18.270 modul panel surya telah terpasang di atap gedung pabrik AHM Karawang, pabrik AHM Cikarang, dan AHM Safety Riding & Training Center Deltamas, Jawa Barat. Keseluruhan panel surya yang terpasang tersebut memiliki kapasitas sistem sebesar 8,76 MWp dan mampu menghasilkan listrik sebesar 9.477.077 kWh per tahun. Hal ini setara dengan pengurangan emisi sebesar 8.246 ton CO<sub>2</sub>-eq per tahun menuju pemanfaatan energi yang lebih bersih dan berkelanjutan.

### Solar Panels at AHM Factory

PT Astra Honda Motor (AHM) initiated the use of solar panels as a source of new renewable energy to support the operational activities of the AHM factory in Karawang. With this addition, the total number of solar panels installed at several AHM factory facilities reached 8.76 MWp.

Installing solar panels is a key part of the company's efforts to implement Environment, Social, and Governance (ESG) principles in various company activities. Since 2014 until now, as many as 18,270 solar panel modules have been installed on the roofs of the AHM Karawang factory building, the AHM Cikarang factory, and the AHM Safety Riding & Training Center Deltamas, West Java. All of the installed solar panels have a system capacity of 8.76 MWp and are capable of generating 9,477,077 kWh of electricity per year. That is equivalent to an emission reduction of 8,246 tons CO<sub>2</sub>-eq per year toward cleaner and more sustainable energy utilization.





### Astra Gunakan Renewable Energy Certificate (REC) dari PLN

Astra Group Utilization on Renewable Energy Certificate (REC) from PLN



Grup Astra bekerja sama dengan Perusahaan Listrik Negara (PLN) untuk pembelian 74.357 unit Renewable Energy Certificate (REC) yang setara dengan 74.357 MWh. REC adalah sertifikat yang membuktikan bahwa produksi tenaga listrik per megawatt-hour (MWh) berasal dari pembangkit listrik yang memanfaatkan energi terbarukan atau non-fosil. Setiap unit REC yang terbit akan mendapatkan pengakuan penggunaan energi terbarukan.

Pembelian REC ini merupakan bentuk komitmen dalam mencapai SDGs, berkontribusi untuk mengurangi penggunaan listrik yang dihasilkan dari sumber energi tidak terbarukan yang mana sampai tahun 2022 terdapat 34 perusahaan Grup Astra yang telah membeli REC dari PLN.

Astra Group collaborated with the State Electricity Company (PLN) had purchased Renewable Energy Certificates (REC) for 74,357 units equivalent with 74,357 MWh. REC is a certificate that proves that electricity production per megawatt hour (MWh) comes from power plants that use renewable or non-fossil energy. Every REC unit that is issued gets recognition for using renewable energy.

The purchase of RECs was part of the Group's commitment to achieving the SDGs, contributing to reducing the use of electricity generated from non-renewable energy sources where by 2022 34 Astra Group companies had purchased REC from PLN.

## Efisiensi Energi

Grup Astra terus menggencarkan berbagai inisiatif program efisiensi energi dan pemanfaatan energi terbarukan yang mendukung pencapaian SDGs, antara lain Climate Action (Goal 13) dan Responsible Consumption and Production (Goal 12).

Inisiatif energi tersebut dilakukan melalui Astra Green Energy (AGEn) yang mencakup sistem manajemen energi, konservasi energi, dan program efisiensi, serta implementasi *energy-efficient technology* terbaru. AGEn disusun berdasarkan ISO 50001 (Energy Management System) dan ISO 50002 (Energy Audit).

Beberapa program AGEn di operasional Grup Astra, antara lain pengaturan konsumsi listrik di bangunan gedung khususnya pemakaian lampu dan pendingin ruangan, pemanfaatan biomassa untuk energi, optimalisasi sistem proses dengan penggunaan *economizer* untuk *heat treatment*, optimalisasi peralatan proses, seperti *chiller*, *wet scrubber*, dan sistem kompresor, penggantian lampu TL menjadi lampu LED yang hemat energi, penggunaan teknologi *inverter*, penggunaan *booster pump*, dan pemasangan panel surya. [SEOJK F.7]

## Energy Efficiency

Astra Group strives to increase energy efficiency that support the achievement of the SDGs, including Climate Action (Goal 13) and Responsible Consumption and Production (Goal 12).

This energy initiative is carried out through Astra Green Energy (AGEn) which includes energy management systems, energy conservation and efficiency programs, as well as the implementation of the latest energy-efficient technologies. AGEn is organized based on ISO 50001 (Energy Management System) and ISO 50002 (Energy Audit).

Several AGEn programs in the Astra Group's operations, including regulating electricity consumption in buildings, especially the use of lights and air conditioners, utilizing biomass for energy, optimizing the process system by using an economizer for heat treatment, optimizing process equipment, such as chillers, wet scrubbers, and compressor systems, replacing TL lights with energy-efficient LED lights, using inverter technology, using a booster pump, and installing solar panels at several operational locations.

[SEOJK F.7]



Melalui program AGEN yang dilaksanakan pada tahun 2022 di 52 perusahaan dan lebih dari 104 instalasi, dampak efisiensi energi dan pemanfaatan energi terbarukan sebesar:

Through the AGEN program that was implemented in 52 companies and more than 104 installations in 2022, the impact of energy efficiency and utilization of renewable energy are:



**1,800**  
Terajoule

Penghematan Energi  
Energy Saving



**Rp 127**  
miliar | billion

Pengurangan Biaya  
Operasional  
Operational Cost  
Reduction



**235,000**  
tonCO<sub>2</sub>-eq

Penurunan emisi dari  
implementasi program AGEN  
Emission reduction from the  
implementation of AGEN  
program

Melalui implementasi penghematan energi sepanjang tahun 2022, Grup Astra telah mencatat:  
Through energy savings implementation in 2022, Astra Group had recorded:



**10%**

Pengurangan total emisi GRK scope 1 dan 2 di seluruh grup secara absolut dari *baseline* tahun 2019. Total GHG emission reduction for scope 1 and 2 of group-wide compared to 2019 baseline.



**10.9 MWp**

Kapasitas solar panel terpasang di Grup Astra.  
Installed solar panel capacity in the Astra Group.



**43%**

Dari total seluruh konsumsi energi Grup Astra berasal dari sumber energi terbarukan. The total energy consumption of the Astra Group came from renewable energy sources.

**Nature-Based Solutions [SEOJK F.10][SEOJK F.12]**

Grup Astra juga berkomitmen untuk menerapkan solusi berbasis alam, dimulai dengan inisiatif menanam 3 juta pohon. Sepanjang tahun 2022, PT Astra International Tbk telah menanam sebanyak 120.240 pohon, di mana pohon yang telah ditanam ini memiliki potensi untuk diverifikasi menjadi *carbon offset*.

**Nature-Based Solutions [SEOJK F.10][SEOJK F.12]**

Astra Group is also committed to implementing nature-based solutions, starting with the initiative to plant 3 million trees. Throughout 2022, PT Astra International Tbk has planted a total of 120,240 trees, in areas where they have the potential to be verified as carbon offsets.



**GO NATURE**  
[SEOJK F.10][SEOJK F.12]

Astra telah melakukan program penanaman pohon dan konservasi sebagai upaya adaptasi dan mitigasi perubahan iklim. Program konservasi tersebut dapat memberikan dampak positif secara langsung bagi perusahaan dalam menurunkan emisi gas rumah kaca melalui skema perencanaan penanaman, *monitoring*, dan pelibatan masyarakat lokal secara berkelanjutan sehingga program tersebut dapat dikategorikan sebagai Program *Carbon Offset*.

Sepanjang tahun 2022, Astra berupaya dalam melakukan proses sertifikasi terhadap 280.000 pohon yang telah Astra tanam dalam beberapa tahun ke belakang. Selain itu, PT Astra International Tbk juga telah menanam sebanyak 120.240 pohon yang nantinya akan disertifikasi pada tahun berikutnya sebagai bagian dari Program *Carbon Offset*.

Dukungan juga diberikan oleh Grup Astra dengan mengembangkan Program Berbasis Alam atau *Nature-Based Solution* (NBS) yang berfokus pada upaya penanaman kembali dan pencegahan terhadap degradasi dan deforestasi hutan.

Astra Group has carried out a tree planting and conservation program as an effort to adapt and mitigate climate change. The program can have a direct positive impact on the company in reducing greenhouse gas emissions through a sustainable planting planning scheme, monitoring, and local community involvement and will be categorized as a Carbon Offset Program.

Throughout 2022, Astra Group strived to carry out the certification process for the 280,000 trees that have been planted in the past few years. In addition, PT Astra International Tbk has also planted 120,240 trees which will be certified in 2023 as part of the Carbon Offset Program.

Astra Group has supported a Nature-Based Solution (NBS) Program development by focusing on efforts to replant and prevent forest degradation and deforestation.



**120,240**  
Pohon | Trees

yang akan disertifikasi sebagai bagian dari Program Carbon Offset which will be certified as part of Carbon Offset Program

Terkait dengan keanekaragaman hayati, Grup Astra telah mengidentifikasi potensi dampak terhadap keanekaragaman hayati berdasarkan dokumen Analisa Mengenai Dampak Lingkungan (AMDAL). Berdasarkan AMDAL tersebut, setiap anak perusahaan Grup Astra menyusun strategi manajemen lingkungan yang mencakup rencana aksi pelestarian keanekaragaman hayati, khususnya di Grup Astra yang memiliki kegiatan operasional yang memiliki potensi dampak signifikan terhadap keanekaragaman hayati. Gangguan terhadap pergerakan satwa, area jelajah, *biodiversity loss*, deforestasi, dan gangguan habitat merupakan beberapa risiko dampak terhadap keanekaragaman hayati yang diidentifikasi dan dikelola dengan seksama oleh Grup Astra. [SEOJK F.9]

Sampai akhir tahun 2022, Grup Astra telah melakukan pencatatan area operasional yang berdekatan dengan area konservasi atau area dengan Nilai Konservasi Tinggi (NKT) guna melakukan mitigasi potensi risiko yang ada dengan melakukan beberapa langkah, di antaranya: [SEOJK F.9]

- Implementasi manajemen keanekaragaman hayati dengan melakukan sistem persetujuan pembukaan lahan yang komprehensif dengan memastikan mitigasi semua risiko dampak lingkungan. Pembukaan lahan diawali dengan inspeksi pra-pembukaan untuk memastikan area telah aman dari satwa yang dilindungi.
- Pembuatan kebijakan *No Deforestation* di lini bisnis agribisnis.
- Pelibatan pemangku kepentingan, termasuk pemerintah daerah, konsultan, akademisi, dan lembaga swadaya masyarakat dalam mengidentifikasi, mengelola, dan memantau Nilai Konservasi Tinggi (NKT).
- Konservasi flora dan fauna bekerja sama dengan Balai Konservasi Sumber Daya Alam (BKSDA) setempat atau dengan institusi lainnya.
- Perbaikan dan percepatan restorasi/rehabilitasi habitat pascatambang dengan dilakukan pengayaan hayati melalui penanaman tanaman lokal.
- Konservasi spesies endemik, serta penanaman dan pengayaan kawasan konservasi dan sempadan sungai.

Astra Group has identified potential impacts on biodiversity based on the Environmental Impact Analysis (AMDAL) document. Based on the AMDAL, each Astra Group subsidiary develops an environmental management strategy that includes an action plan for biodiversity conservation, especially in Astra Group which has operational activities that have the potential for a significant impact on biodiversity. Disruption to animal movements, home ranges, biodiversity loss, deforestation and habitat disturbance are some of the risks that impacts on biodiversity that are identified and carefully managed by the Group. [SEOJK F.9]

In 2022, the Group had recorded operational areas adjacent to conservation areas or areas with High Conservation Value (HCV) in order to mitigate potential risks by taking several steps, including: [SEOJK F.9]

- Implementation of biodiversity management by implementing a comprehensive land clearing approval system that ensured the mitigation of all environmental risks. Land clearing began with a pre-clearing inspection to ensure the area is safe from protected animals.
- Developing a No Deforestation policy in the agribusiness line.
- Stakeholder engagement, including local government, consultants, academics and non-governmental organizations in identifying, managing and monitoring High Conservation Values (HCV).
- Flora and fauna conservation in collaboration with the local Natural Resources Conservation Center (BKSDA) or with other institutions.
- Improvement and acceleration of post-mining habitat restoration/rehabilitation with bio-enrichment by planting local plants.
- Conservation of endemic species, trees planting, and enrichment of conservation areas and riparian zones.



## Mengelola Keanekaragaman Hayati, Melindungi Habitat Orang Utan [SEOJK F.9] [SEOJK F.10]

Managing Biodiversity, Protecting Orang Utan Habitat



Grup Astra berupaya memastikan seluruh kegiatan dan aktivitas perusahaan berdampak seminimal mungkin terhadap keanekaragaman hayati di sekitar wilayah operasional, termasuk melindungi habitat alami spesies endemik seperti orang utan.

PT Agincourt Resources (PTAR) mengoperasikan Martabe Gold Mine yang terletak di wilayah Batang Toru. Populasi orang utan di Hutan Batangtoru merupakan spesies baru dengan nama orang utan Tapanuli atau Pongo Tapanuliensis. Meskipun wilayah operasional Tambang Emas Martabe terletak di wilayah Area Penggunaan Lain (APL) dan tidak ada yang berada di area Hutan, PTAR berkomitmen untuk menjaga kelestarian orang utan Tapanuli.

PTAR memastikan operasional perusahaan tidak mengganggu habitat orang utan termasuk berbagai jenis fauna / flora endemik lainnya dengan beberapa kegiatan, di antaranya:

1. Memiliki Nota Kesepahaman dengan berbagai universitas terkait dalam melakukan berbagai survei dan studi orangutan untuk memastikan operasional perusahaan berdampak minimal terhadap habitat orang utan.
2. Membentuk *Biodiversity Advisory Panel* (BAP) yang independen, terdiri dari 5 orang ahli *biodiversity* dan ahli orang utan yang bertanggungjawab memberikan masukan dan saran kepada manajemen PTAR dalam mengelola keanekaragaman hayati, termasuk orang utan.
3. Menjalankan kebijakan, kode praktik pengelolaan, serta prosedur mitigasi dampak keanekaragaman hayati yang berpedoman kepada hierarki yang mengacu pada *Equator Principle* dan IFC PS6.
4. Menjalankan *land clearing management* dengan melakukan *Pre-Clearance Survey* yang bertujuan untuk memastikan lokasi yang akan dilakukan *land clearing* tidak terdapat spesies yang dilindungi dan dalam 24 jam sebelum dilakukan *land clearing* inspeksi dilakukan untuk memastikan tidak ditemukan spesies yang dilindungi.
5. Adanya kebijakan yang mengatur karyawan PTAR dan kontraktor untuk berkomitmen pada perlindungan keanekaragaman hayati dan orang utan termasuk di dalamnya melarang perburuan, pembunuhan, dan pengumpulan hewan dan tumbuhan yang dilindungi di area pertambangan.

Astra Group strives to ensure all activities and corporate activities result in minimum impact on biodiversity within the operational area, including protection of the natural habitat of the endemic species such as orang utan.

PT Agincourt Resources (PTAR) operates the Martabe Gold Mine located in the Batang Toru area. The orang utan population in the Batangtoru Forest is recognized as a new species called the Tapanuli orang utan or Pongo Tapanuliensis. Despite the fact that the Martabe Gold Mine operational area is located in the Other Use Area (APL), and none is located in the Forest area, PTAR is committed to preserving the Tapanuli orang utan.

PTAR ensures that the company's operations do not disturb the habitat of orang utan including various types of other endemic fauna / flora with several activities, among others:

1. Hold a Memorandum of Understanding with various related universities in conducting various orangutan surveys and studies to ensure the company's operations has minimal impact to orangutan habitat.
2. Establish an independent Biodiversity Advisory Panel (BAP) consisting of 5 biodiversity and orang utan experts to provide input and to advise PTAR management in managing biodiversity, including orang utan.
3. Implement a policy, management code of practice, and biodiversity impacts mitigation procedures following a hierarchy based on the Equator Principle and IFC PS6.
4. Implementing land clearing management by conducting a Pre-Clearance Survey which aims to ensure that the land to be cleared does not contain protected species and within 24 hours before land clearing, an inspection will be conducted to ensure that none of the protected species are presence.
5. There is a policy that regulates PTAR employees and contractors to commit to the protection of biodiversity and orang utans, including prohibiting hunting, killing and collecting protected animals and plants in mining areas.

**Pengelolaan Air dan Limbah Cair**

[GRI 303-1][GRI 303-2][SEOJK F.14]

Pengelolaan air dan limbah cair menjadi salah satu komitmen Grup Astra yang terdapat pada Astra 2030 Sustainability Aspirations. Air merupakan kebutuhan utama dalam operasional dan keperluan pendukung sehingga menjadi tanggung jawab Grup Astra untuk dapat mengurangi pemakaian air dan mengelola limbah cair dengan metode pengelolaan yang tepat dan sesuai dengan peraturan yang berlaku. Komitmen Grup Astra adalah mengurangi intensitas pengambilan air sebesar 15% pada tahun 2030 dari *baseline* tahun 2019.

Untuk kegiatan operasional, Grup Astra memanfaatkan air dari tiga sumber air, yakni air tanah, air permukaan, dan air yang dibeli dari pihak ketiga. Dari ketiga sumber air tersebut, Grup Astra kemudian mengidentifikasi dan melakukan penilaian dampak penggunaan dan pembuangan air dan limbah cair.

Terkait pengelolaan limbah cair yang berasal dari kegiatan industri, Grup Astra selalu berupaya memenuhi peraturan dan perundang-undangan yang berlaku, termasuk salah satunya memenuhi standar minimum untuk baku mutu limbah cair yang dibuang. Standar yang digunakan senantiasa mengacu pada regulasi yang berlaku di tiap-tiap area operasional.

**Water and Wastewater Management**

[GRI 303-1][GRI 303-2][SEOJK F.14]

Water and liquid waste management is one of Astra Group’s commitments contained in Astra 2030 Sustainability Aspirations. Water is the main requirement in operations and supporting purposes so it becomes the responsibility of Astra Group to be able in reducing water usage and managing wastewater with appropriate management methods and in compliance with applicable regulations. Astra Group’s commitment is to reduce the intensity of water withdrawal by 15% by 2030 compared to 2019 baseline.

For operational activities, Astra Group utilizes water from three water sources, namely groundwater, surface water, and water purchased from third parties. From these three water sources, Astra Group then identify and assess the impact of the use and discharge of water and wastewater.

Regarding the management of wastewater from industrial activities, Astra Group always strives to comply with applicable laws and regulations, including meeting the minimum standards for the quality standards of wastewater discharged. The standards used are always referring to the applicable regulations in each operational area.

**Pengambilan Air [GRI 303-3][SEOJK F.8]**

Water Withdrawal

| Sumber Air   Water Sources                | Satuan   Unit | 2020          | 2021          | 2022          |
|-------------------------------------------|---------------|---------------|---------------|---------------|
| Air Permukaan   Surface water             |               | 12,827        | 13,037        | 13,299        |
| Air Tanah   Ground water                  | Megaliter     | 987.48        | 959           | 829           |
| Air dari Pihak ketiga   Third-party water |               | 2,088         | 2,091         | 2,398         |
| <b>Total</b>                              |               | <b>15,902</b> | <b>16,088</b> | <b>16,526</b> |

Keterangan | Note:  
Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)

**Intensitas Pengambilan Air Berdasarkan Pendapatan**

Intensity of Water Withdrawal by Revenue

| Sumber Air   Water Sources                | Satuan   Unit                                 | 2020         | 2021         | 2022         |
|-------------------------------------------|-----------------------------------------------|--------------|--------------|--------------|
| Air Permukaan   Surface water             |                                               | 73.28        | 55.84        | 44.13        |
| Air Tanah   Ground water                  | Kiloliter/ Rp miliar<br>Kiloliter/ Rp billion | 5.64         | 4.11         | 2.75         |
| Air dari Pihak ketiga   Third-party water |                                               | 11.93        | 8.96         | 7.96         |
| <b>Total</b>                              |                                               | <b>90.85</b> | <b>68.90</b> | <b>54.83</b> |

Keterangan | Note:  
Perhitungan intensitas pengambilan air diperoleh dengan membagi jumlah pengambilan air dalam kiloliter dengan *revenue* Astra pada tahun terkait  
The calculation of water withdrawal intensity is by dividing the amount of water withdrawal in kiloliter by Astra’s revenue in the related year

**Total Pengambilan Air dan Pengurangan Intensitas Pengambilan Air**  
**Total Water Withdrawal and Reduction in Water Withdrawal Intensity**



**16,526** megaliter

**Pengambilan Air**  
**Water Withdrawal**  
**[GRI 303-3]**

**24%**

**Pengurangan intensitas pengambilan air**  
**dari *baseline* tahun 2019**  
**Reduction in water withdrawal intensity**  
**compared to 2019 baseline**

**Keterangan | Note:**

- Data *baseline* tahun 2019 sebesar 71,74 kiloliter/Rp miliar  
 2019 baseline data is 71.74 kiloliters/Rp billion
- Perhitungan intensitas pengambilan air diperoleh dengan membagi jumlah pengambilan air dalam kiloliter dengan *revenue* Astra pada tahun terkait  
 The calculation of water withdrawal intensity is by dividing the amount of water withdrawal in kiloliter by Astra's revenue in the related year
- Pengurangan intensitas pengambilan air yang melampaui target 2030 disebabkan peningkatan *revenue* Astra yang tinggi tahun 2022  
 The reduction in in water withdrawal intensity which exceeded the 2030 target due to the high increase in Astra's revenue in 2022

**Total Timbulan Limbah Cair [SEOJK F.13] [GRI 306-3] [GRI 306-4] [GRI 306-5]**  
**Total Waste Water Generated**

| Komposisi Limbah<br>Waste Composition                | Limbah yang Dihasilkan   Waste Water Generated<br>(10 <sup>3</sup> ton) |                  |                  |
|------------------------------------------------------|-------------------------------------------------------------------------|------------------|------------------|
|                                                      | 2020                                                                    | 2021             | 2022             |
| <b>Limbah Cair B3   Hazardous Wastewater</b>         |                                                                         |                  |                  |
| Limbah Cair <i>Diverted</i>   Wastewater Diverted    | 12.39                                                                   | 15.97            | 18.32            |
| Limbah Cair <i>Disposed</i>   Wastewater Disposed    | 3.53                                                                    | 3.93             | 7.82             |
| <b>Limbah Cair Non-B3   Non-hazardous Wastewater</b> |                                                                         |                  |                  |
| Limbah Cair <i>Diverted</i>   Wastewater Diverted    | 6,361.35                                                                | 6,518.80         | 5,555.85         |
| Limbah Cair <i>Disposed</i>   Wastewater Disposed    | 30,966.14                                                               | 20,712.00        | 51,231.96        |
| <b>Total Limbah Cair   Total Wastewater</b>          | <b>37,343.41</b>                                                        | <b>27,250.71</b> | <b>56,813.95</b> |

**Keterangan | Note:**

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
 The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Limbah cair non B3 *disposed* yang telah melalui proses dan dibuang ke badan air setelah pengolahan sesuai peraturan yang berlaku  
 Non-hazardous wastewater disposed is discharged into water bodies after processing according to applicable regulations
- Limbah cair B3 *disposed* dikirimkan ke TPA B3 yang memiliki izin  
 Hazardous wastewater disposed sent to a licensed hazardous final disposal site
- Limbah *diverted* adalah limbah yang setelah melalui proses, digunakan kembali oleh Perseroan maupun dikelola untuk diresirkulasi ke proses produksi ataupun penggunaan lain  
 Diverted waste is waste which after going through the process, is reused by the company or managed to be recirculated to production processes or other uses
- Data total limbah cair mengacu pada Kriteria Pengumpulan dan Perhitungan Data yang terdapat pada halaman 201-202  
 The total wastewater data are prepared using the Data Collection and Calculation Criteria on page 201-202

**Pengelolaan Limbah Padat**

Limbah padat dihasilkan oleh kegiatan usaha di seluruh lini bisnis Grup Astra. Limbah padat Bahan Berbahaya dan Beracun (B3) umumnya dihasilkan oleh lini bisnis otomotif, manufaktur, dan pertambangan yang berasal dari kegiatan produksi, pengolahan, dan sebagainya. Sedangkan lini bisnis perkebunan, jasa keuangan, properti, dan teknologi informasi sebagian besar menghasilkan limbah padat non-B3. **[GRI 306-1]**

Diperlukan pengelolaan limbah yang tepat agar limbah yang dihasilkan dari kegiatan usaha tidak berpotensi memberikan dampak negatif kepada lingkungan. Oleh karena itu, pengelolaan limbah padat menjadi salah satu aspirasi yang terdapat di Astra 2030 Sustainability Aspirations. Grup Astra ingin mencapai hingga 99% daur ulang dan *recovery* limbah padat pada tahun 2030.

**Solid Waste Management**

Business activities in all businesses generate solid waste lines of Astra Group. Definite waste of Hazardous and Toxic Materials (B3) are generally developed by the automotive, manufacturing, and mining business lines originating from production, processing and so on. Meanwhile the agribusiness, financial services, property and information technology business lines mainly produce non-hazardous solid waste. **[GRI 306-1]**

Proper waste management is needed so that the waste generated from business activities does not hurt the environment. Therefore, solid waste management is one of the aspirations included in Astra 2030 Sustainability Aspirations. Astra Group aims to achieve up to 99% recycling and recovery of solid waste by 2030.

**Total Limbah Padat Diverted**  
Total Solid Waste Diverted



**98.99%**

Limbah padat yang dihasilkan dimanfaatkan kembali melalui program 6R.  
Solid waste generated was diverted from Landfill through the 6R program.

Dalam pengelolaan limbah padat, Grup Astra menerapkan konsep 6R (*Refine, Reduce, Reuse, Recycle, Recovery, Retrieve to energy*). Untuk limbah padat yang belum atau tidak bisa menerapkan konsep 6R, akan dikirimkan ke Tempat Pembuangan Akhir (TPA). [GRI 306-2] [SEOJK F.14]

Solid waste generated in 2022 was diverted from landfill through the 6R program. In solid waste management, Astra Group implements the 6R concept (*Refine, Reduce, Reuse, Recycle, Recovery, and Retrieve to energy*). Solid waste that cannot be implemented via the 6R program will be sent to landfill. [GRI 306-2] [SEOJK F.14]

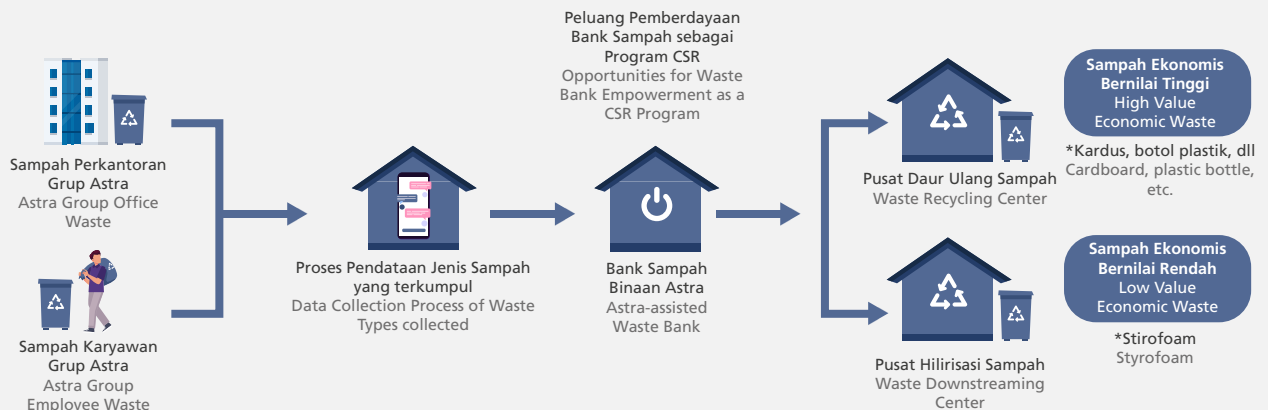
Limbah yang dialihkan dari TPA dikelola dan digunakan kembali oleh Grup Astra untuk proses produksi dan penggunaan lainnya. Limbah yang dikelola dan digunakan kembali sebagian besar berasal dari industri perkebunan yang dimanfaatkan sebagai pupuk. Selain pupuk, limbah industri juga banyak dimanfaatkan menjadi biomassa sebagai energi alternatif di industri perkebunan. Untuk limbah yang dikelola pihak ketiga, Grup Astra memastikan pihak ketiga tersebut sudah mendapatkan izin pengelolaan limbah dan pengelolaannya sesuai dengan peraturan yang berlaku. [GRI 306-2] [SEOJK F.14]

Waste diverted from landfill is managed and reused by the Astra Group for production processes and other uses. Most of the waste collected and reused comes from the plantation industry, which is used as fertilizer. In addition to fertilizers, industrial waste is widely used in biomass as alternative energy in the plantation industry. For waste managed by third parties, the Group ensures that these third parties have obtained permits for waste management and that their leadership is by applicable regulations. [GRI 306-2] [SEOJK F.14]

Gambaran umum proses pendekatan pengelolaan dan *monitoring* limbah di Astra diilustrasikan sebagai berikut: [GRI 306-2] [SEOJK F.14]

An overview of the waste management and monitoring approach process at Astra Group is illustrated as follows: [GRI 306-2][SEOJK F.14]

**Ekosistem Daur Ulang Sampah Astra**  
Astra Recycling Ecosystem



Adapun pada tahun 2022, Astra melakukan perubahan pada klasifikasi data limbah yang dihasilkan dengan menambahkan limbah padat B3 dan non-B3. Perubahan ini memungkinkan Grup Astra menyajikan tambahan data yang lebih lengkap dari tahun sebelumnya.

As for 2022, Astra had made changes to the classification of waste data generated by adding hazardous and non-hazardous solid waste. This change allowed the Group to present additional data that was more complete than the previous year.

#### Total Timbulan Limbah Padat [SEOJK F.13]

##### Total Solid Waste Generated

| Komposisi Limbah<br>Waste Composition                            | Limbah yang Dihasilkan   Waste Generated<br>(10 <sup>3</sup> ton) |                 |                 |
|------------------------------------------------------------------|-------------------------------------------------------------------|-----------------|-----------------|
|                                                                  | 2020                                                              | 2021            | 2022            |
| <b>Limbah Padat B3   Hazardous Solid Waste</b>                   |                                                                   |                 |                 |
| Limbah Padat <i>Diverted</i>   Solid Waste Diverted              | 24.44                                                             | 28.32           | 31.00           |
| Limbah Padat <i>Disposed</i>   Solid Waste Disposed              | 12.48                                                             | 3.30            | 3.38            |
| <b>Limbah Padat Non-B3   Non-hazardous Solid Waste</b>           |                                                                   |                 |                 |
| Limbah Padat <i>Diverted</i>   Solid Waste Diverted              | 2,956.09                                                          | 3,078.85        | 2,719.39        |
| Limbah Padat <i>Disposed</i>   Solid Waste Disposed              | 19.58                                                             | 24.96           | 24.55           |
| <b>Total Timbulan Limbah Padat   Total Solid Waste Generated</b> | <b>3,012.59</b>                                                   | <b>3,135.43</b> | <b>2,778.32</b> |

##### Keterangan | Note:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Limbah *disposed* adalah limbah yang telah melalui proses dan dibuang ke Tempat Pembuangan Akhir (TPA) sesuai perizinannya  
Disposable waste is waste that has been processed and disposed of a final disposal site according to permit
- Limbah *diverted* adalah limbah yang setelah melalui proses, digunakan kembali oleh Perseroan maupun dikelola untuk diresirkulasi ke proses produksi ataupun penggunaan lain  
Diverted waste is waste which after going through the process, is reused by the company or managed to be recirculated to production processes or other uses
- Data total limbah padat mengacu pada Kriteria Pengumpulan dan Perhitungan Data yang terdapat pada halaman 201-202  
The total solid waste data are prepared using the Data Collection and Calculation Criteria on page 201-202

#### Total Intensitas Limbah [SEOJK F.13]

##### Total Waste Intensity

| Jenis Limbah<br>Waste Type                               | Satuan<br>Unit                           | 2020          | 2021          | 2022          |
|----------------------------------------------------------|------------------------------------------|---------------|---------------|---------------|
| Limbah Cair B3<br>Hazardous Wastewater                   |                                          | 0.09          | 0.09          | 0.09          |
| Limbah Cair Non B3<br>Non-Hazardous Wastewater           |                                          | 213.24        | 116.63        | 188.39        |
| Limbah Padat B3<br>Hazardous Solid Waste                 | ton/Rp miliar<br>ton/billion IDR         | 0.21          | 0.14          | 0.11          |
| Limbah Padat Non B3<br>Non-Hazardous Solid Waste         |                                          | 17.00         | 13.29         | 9.10          |
| <b>Total Intensitas Limbah<br/>Total Waste Intensity</b> | <b>ton/Rp miliar<br/>ton/billion IDR</b> | <b>230.55</b> | <b>130.14</b> | <b>197.73</b> |

##### Keterangan | Note:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Terdapat penambahan lingkup perhitungan data limbah dari lini bisnis alat berat, pertambangan, konstruksi, dan energi  
There is an additional scope for calculating waste data from heavy equipment, mining, construction, and energy business lines
- Perhitungan intensitas limbah diperoleh dengan membagi jumlah limbah dalam ton dengan *revenue* Astra pada tahun terkait  
The calculation of waste intensity is by dividing the amount of waste in tons by Astra's revenue in the related year

## MODEL BISNIS YANG TANGGUH

Astra 2030 Sustainability Aspirations akan menjadi kompas Grup Astra dalam perjalanan transisi menjadi bisnis yang lebih berkelanjutan pada tahun 2030 dan seterusnya. Grup Astra berkeinginan berkontribusi meningkatkan perekonomian Indonesia menjadi lebih kuat dan tangguh sekaligus mendukung masyarakat yang inklusif dan sejahtera.

## BUSINESS MODEL RESILIENCE

Astra 2030 Sustainability Aspirations will be the compass for the Group's journey towards becoming a more sustainable business in 2030 and beyond. Astra Group wishes is to contribute to making Indonesia's economy stronger and more resilient while supporting an inclusive and prosperous society.

Grup Astra menyiapkan diri untuk mengakselerasi ekonomi digital dan teknologi kendaraan listrik, serta meningkatnya perhatian dari seluruh pemangku kepentingan akan pentingnya keberlanjutan. Posisi keuangan yang kuat memberikan kesempatan bagi Astra untuk mengeksplorasi bisnis-bisnis yang menunjang pertumbuhan berkelanjutan Grup Astra.

Astra group is preparing itself to accelerate the digital economy and electric vehicle technology, as well as increasing attention of all stakeholders on the importance of sustainability. The solid financial position provides Astra with the opportunity to explore businesses that support the company's sustainable growth.

Oleh karena itu, Astra mengambil pendekatan dengan melakukan pengembangan dan diversifikasi bisnis, termasuk meningkatkan kontribusi dari bisnis non-batu bara secara bertahap. Perseroan telah berkomitmen untuk tidak melakukan akuisisi tambang batu bara baru dan tidak berinvestasi pada pembangkit listrik yang menggunakan batu bara. Perseroan akan fokus pada diversifikasi ke pertambangan mineral non-batu bara dan peningkatan proyek serta investasi di energi terbarukan. Target Astra adalah meningkatkan *business resilience* dengan mencapai pendapatan non-batu bara hingga 88% pada tahun 2030. Pada akhir tahun 2022, total pendapatan Astra dari bisnis non-batu bara mencapai 74%.

Therefore, Astra takes an approach by developing and diversifying its business, including gradually increasing the contribution from the non-coal business. The Company has committed not to acquire new coal mines or invest in coal-fired power plants. The Company will focus on diversifying into non-coal mineral mining and increasing projects and investment in renewable energy. Astra's target is to increase business resilience by achieving non-coal revenues of up to 88% by 2030. By the end of 2022, Astra's total revenue from non-coal business has reached 74%.

**Total Pendapatan dari Bisnis Non-Batu Bara**  
Total Revenue from Non-Coal Business



**74%**

dari total pendapatan Astra berasal dari bisnis non-batu bara.  
of Astra's total revenue was generated from non-coal businesses.

Melangkah ke depan Astra akan terus mendorong pendapatan dari berbagai sektor industri non-batu bara untuk mencapai target Astra 2030 Sustainability Aspirations melalui beberapa inisiatif unggulan (Flagship Initiatives), yaitu:

Moving forward, Astra will continue to drive revenue from various non-coal industry sectors to achieve the Astra 2030 Sustainability Aspirations which targets several Flagship Initiatives, namely:



**Renewable Future**

Fokus pada peningkatan proyek dan investasi kami pada energi terbarukan

Focusing on scaling up our renewable energy projects and investments



**Future of Mobility**

Melakukan investasi pada ekosistem kendaraan listrik di Indonesia

Pursuing investments in the electric vehicle ecosystem in Indonesia



**Future of Mines**

Fokus pada diversifikasi ke pertambangan mineral non-batu bara

Focusing on diversifying into non-coal mineral mining

## MEMPERKUAT PORTOFOLIO BISNIS DI SEKTOR ENERGI TERBARUKAN

Grup Astra telah melakukan *business assessment* dan mengeksplorasi sektor-sektor yang memiliki ruang pertumbuhan yang tinggi di Indonesia. Secara bertahap, Grup Astra akan mengalihkan fokus investasi dan portofolio bisnis pada energi terbarukan (*renewable energy*). Grup Astra melihat bahwa pertumbuhan bisnis energi baru terbarukan tumbuh secara signifikan dalam beberapa tahun terakhir dan masih ada potensi pertumbuhan yang kuat secara jangka panjang.

Pada tahun 2022, Grup Astra telah mengambil langkah awal dengan melakukan investasi pada PT Arkora Hydro Tbk (ARKO) pada bisnis pembangkit listrik tenaga mini hidro (PLTMH).

## STRENGTHENING BUSINESS PORTFOLIO IN RENEWABLE ENERGY SECTOR

Astra Group has conducted a business assessment and explored sectors that have room for high growth in Indonesia. Gradually, Astra Group will shift its investment focus and business portfolio to renewable energy. Astra Group considers that the renewable energy business has grown significantly in recent years and there is still strong growth potential in the long term.

In 2022, Astra Group has taken the first step by investing in PT Arkora Hydro Tbk (ARKO) in the mini hydro power plant (MHP) business.





**Investasi Baru di Bisnis Pembangkit Listrik Tenaga Mini Hidro**  
 New Investment in Mini Hydro Power Plant Business



Grup Astra melalui PT Energia Prima Nusantara (EPN) telah menambah kepemilikan saham di PT Arkora Hydro Tbk (ARKO) sebagai operator PLTMH. Total kepemilikan Grup Astra di ARKO kini bertambah menjadi 31,49%.

Astra Group through PT Energia Prima Nusantara (EPN) has increased its shareholding in PT Arkora Hydro Tbk (ARKO) as an MHP operator. The total ownership of Astra Group in ARKO has now increased to 31.49%.

Dengan masuknya Grup Astra melalui EPN yang menekuni bisnis di sektor energi ramah lingkungan dan EBT, ARKO diharapkan dapat mempercepat perkembangan EBT di dalam portofolio Grup Astra.

With the Astra Group's entry through EPN, which is engaged in business in the green energy and renewable energy sector, ARKO is expected to accelerate the development of renewable energy in the Astra Group's portfolio.

**MEMBANGUN EKOSISTEM KENDARAAN LISTRIK**

Kendaraan listrik diprediksi menjadi kendaraan masa depan transportasi dunia, tak terkecuali di Indonesia. Sebagai bentuk dukungan terhadap meningkatnya populasi kendaraan listrik yang digagas pemerintah, Grup Astra telah mengembangkan ekosistem kendaraan listrik untuk berkontribusi dalam mengurangi emisi karbon.

**ESTABLISHING AN ELECTRIC VEHICLE ECOSYSTEM**

Electric vehicles are predicted to be the future of global transportation, including in Indonesia. As a form of support for the increasing population of electric vehicles initiated by the government, Astra Group has developed an electric vehicle ecosystem to contribute to reducing carbon emissions.

Melakukan investasi pada ekosistem kendaraan listrik di Indonesia telah menjadi salah satu Flagship Initiatives Astra yang terdapat di Astra 2030 Sustainability Aspirations. Pada tahun 2022, Grup Astra telah meluncurkan kendaraan elektrik (*electric vehicle*) baik roda dua dan roda empat serta jaringan pengisian Kendaraan Bermotor Listrik Berbasis Baterai (KBLBB).

Investing in the electric vehicle ecosystem in Indonesia has become one of Astra's Flagship Initiatives in Astra 2030 Sustainability Aspirations. In 2022, the Astra Group has launched two-wheeled and four-wheeled electric vehicles as well as a battery-based electric vehicle charging network.



## Pengembangan Ekosistem Kendaraan Elektrik

### Electric Vehicle Ecosystem Development

Grup Astra turut mendukung Pemerintah dalam menyiapkan ekosistem kendaraan elektrik di Indonesia melalui penggunaan EBT. Perjalanan Astra dimulai dengan memproduksi kendaraan listrik roda dua, roda empat, dan jaringan pengisian Kendaraan Bermotor Listrik Berbasis Baterai (KBLBB).

Astra Group also supports the Government in preparing the Indonesian electric vehicle ecosystem through the use of EBT. Astra's journey began by producing two-wheeled, four-wheeled electric vehicles, and charging networks for Battery-Based Electric Vehicles.

### Astra Hadirkan Duet Toyota bZ4X & Lexus BEV UX300e Sebagai Official Car Partner KTT G20

Astra Presents Toyota bZ4X & Lexus BEV UX300e Duet as Official Car Partner of G20 Summit

Kementerian Koordinator Bidang Perekonomian Republik Indonesia secara resmi menunjuk Astra melalui PT Toyota Astra Motor (TAM) sebagai salah satu *official car partner* untuk mendukung mobilitas penyelenggaraan pertemuan negara dalam rangkaian acara Konferensi Tingkat Tinggi (KTT) G20.

The Coordinating Ministry for Economic Affairs of the Republic of Indonesia officially appointed Astra through PT Toyota Astra Motor (TAM) as one of the official car partners to support the mobility of state meetings in the series of G20 Summit events.

Dalam mendukung kebutuhan mobilitas pertemuan ini, Astra menghadirkan Toyota bZ4X dan Lexus UX-300e yang merupakan kendaraan premium dengan teknologi *Battery Electric Vehicle* (BEV) sebagai bagian kendaraan resmi untuk anggota delegasi dari berbagai negara.

In supporting the mobility needs of these state meetings, Astra presents Toyota bZ4X and Lexus UX-300e which are premium vehicles with Battery Electric Vehicle (BEV) technology as part of the official vehicles for delegation members from various countries.

Langkah ini wujud nyata kontribusi Grup Astra untuk memberikan dampak yang positif terhadap lingkungan serta mendukung pemerintah dalam kegiatan Presidensi G20 dan mendorong pengembangan ekosistem kendaraan listrik di Indonesia.

This step is a concrete realization of Astra Group's contribution to have a positive impacts towards the environment as well as supporting the government in the G20 Presidency activities and encouraging the development of the electric vehicle ecosystem in Indonesia.



## Astra Luncurkan Strategi dan Roadmap Sepeda Motor Listrik Honda

### Astra Launched Honda Electric Motorcycle Strategy and Roadmap

Astra melalui PT Astra Honda Motor (AHM) memiliki strategi dan peta jalan sepeda motor listrik Honda di Indonesia hingga tahun 2030. Sebagai bentuk komitmen mendukung realisasi netralitas karbon, AHM akan memasarkan tujuh kendaraan listrik sebagai bagian dari Honda *e-Technology* berupa motor berpedal listrik dan sepeda motor listrik Honda hingga tahun 2030.

Produk sepeda motor listrik yang akan dipasarkan AHM memiliki pilihan pengisian daya ulang langsung melalui melalui *direct charging* maupun melalui baterai yang dapat ditukar (*swapping battery*). AHM meluncurkan 7 kendaraan listrik Honda berupa moped listrik dan menargetkan penjualan 1 juta sepeda motor listrik pada tahun 2030 dalam setahun. Sepeda motor listrik Honda dikembangkan dengan mengutamakan produk berkualitas dan durabilitas yang tinggi seperti produk sepeda motor Honda yang telah dipercaya masyarakat selama ini.

Astra through PT Astra Honda Motor (AHM) has a strategy and roadmap for Honda electric motorcycles in Indonesia until 2030. As a form of commitment to support the realization of carbon neutrality, AHM will market seven electric vehicles as part of Honda *e-Technology* in the form of electric mopeds and Honda electric motorcycles until 2030.

Electric motorcycles marketed by AHM have the option of recharging directly through electricity (*direct charging*) or through swapping batteries. AHM launched 7 Honda electric vehicles in the form of electric mopeds and targeting sales of 1 million electric motorcycles by 2030 in a year. Honda electric motorcycles are developed by prioritizing quality products and high durability just like other Honda motorcycle products that have been trusted by the public so far.

## Astra Otopower Sebagai Jaringan Pengisian KBLBB

### Astra Otopower as KBLBB Charging Network

PT Astra Otoparts Tbk telah menghadirkan Astra Otopower yang merupakan jaringan pengisian Kendaraan Bermotor Listrik Berbasis Baterai (KBLBB). Area parkir Menara Astra menjadi jaringan Astra Otopower pertama yang diresmikan, menyusul kemudian di 6 gerai Astra Otoservice. Ke depannya Astra Otopower akan hadir di beberapa lokasi untuk mengakomodir kebutuhan pengguna EV.

*Charging machine* Astra Otopower ini selain dilengkapi dengan *Safety Flooding System* dan *Humidity Control System* juga memiliki tiga tipe mesin pengisian, mulai dari *wall mount charging* hingga mesin pengisian *ultra-fast charging* dengan tiga konektor. Tentunya, *charging machine* di jaringan KBLBB Astra Otopower ini telah menggunakan standar global, sehingga semua tipe kendaraan listrik dapat menggunakan *charging machine* ini selama konektornya sesuai dengan regulasi yang berlaku di Indonesia.

PT Astra Otoparts Tbk has launched Astra Otopower which is a battery-based electric vehicle charging network. Menara Astra parking area became the first Astra Otopower network to be launched, followed by 6 Astra Otoservice outlets. In the future Astra Otopower will be present in several locations to accommodate the needs of EV users.

Astra Otopower's charging machine is equipped with a Safety Flooding System and Humidity Control System and has three types of charging machines, ranging from wall mount charging to ultra-fast charging machines with three connectors. Of course, the charging machine in Astra Otopower's KBLBB network uses global standards, so that all types of electric vehicles can use this charging machine as long as the connector is in accordance with applicable regulations in Indonesia.

**EKSPANSI BISNIS KE SEKTOR PERTAMBANGAN MINERAL**

Astra telah berkomitmen untuk tidak melakukan investasi baru di batu bara atau mengakuisisi tambang batu bara baru. Diversifikasi lini bisnis pertambangan kini difokuskan pada pertambangan mineral non-batu bara seperti tambang emas dan nikel secara bertahap. Dengan digitalisasi dan *electric vehicles* menjadi *global megatrend*, Astra yakin bisnis pertambangan mineral yang menjadi bahan baku utama untuk berbagai peralatan digital, *electronic devices*, dan baterai memiliki potensi pertumbuhan yang kuat secara jangka panjang.

Inisiatif Astra untuk diversifikasi di sektor pertambangan sudah dilakukan sejak 2018 melalui PT United Tractors Tbk (UT) dengan mengakuisisi PT Agincourt Resources (PTAR) yang memiliki tambang emas Martabe di Sumatra Utara.

**BUSINESS EXPANSION INTO MINERAL MINING SECTOR**

Astra has committed to not investing in coal or acquiring new coal mines. Diversification of the mining business line is now focused on non-coal mineral mining, such as gold and nickel mining in phases. With digitalization and electric vehicles becoming a global megatrend, Astra believes that the mineral mining business, which becomes the main raw material for various digital equipment, electronic devices, and batteries have a strong growth potential in the long run.

Astra's initiatives to diversify in the mining sector have been implemented since 2018 through PT United Tractors Tbk (UT) by acquiring PT Agincourt Resources (PTAR) which owns the Martabe gold mine in North Sumatra.



**Grup Astra Fokus Mengolah Tambang Emas**  
Astra Group Focuses on Developing Gold Mine

Grup Astra telah melakukan diversifikasi sektor pertambangan sejak 2018 dengan mengakuisisi PT Agincourt Resource (PTAR) yang memiliki tambang emas di Martabe, Sumatra Utara. Grup Astra melalui PT United Tractors Tbk (UT) mengambil alih 95% kepemilikan PTAR dengan nilai akuisisi US\$1 miliar.

Akuisisi tambang emas dan mineral ini merupakan bagian dari usaha diversifikasi dan ekspansi strategis Grup Astra untuk menambah portofolio investasi di bidang mineral lainnya. Dengan memiliki portofolio ini, diharapkan Grup Astra dapat menghasilkan *sustainable earning contribution* dalam jangka panjang. Grup Astra telah berkomitmen untuk tidak melakukan investasi baru di batu bara.

Astra Group has diversified into the mining sector since 2018 with the acquisition of PT Agincourt Resource (PTAR) which owns a gold mine in Martabe, North Sumatra. Astra Group through PT United Tractors Tbk (UT) took over 95% ownership of PTAR with an the acquisition value of US\$1 billion.

The acquisition of this gold and mineral mine is part of Astra Group's strategic diversification and expansion efforts to add other mineral investment portfolios. By owning this portfolio, Astra Group is expected to generate sustainable earning contributions in the long term. Astra Group has committed not to make any new investment in coal.



## MELAYANI PELANGGAN KAMI

Kepuasan dan loyalitas pelanggan menjadi hal utama di seluruh bisnis Grup Astra. Grup Astra berupaya memahami pelanggan dan bagaimana memberikan layanan terbaik yang diimbangi dengan pertumbuhan profit dan efisiensi.

Astra juga selalu berusaha memberikan produk dan layanan yang berkualitas dan inovatif untuk melayani seluruh pelanggan. Grup Astra terus meningkatkan kemampuan (*upskilling*) dan melengkapi kemampuan baru (*reskilling*) untuk menghadapi kebutuhan bisnis dan pola hidup masyarakat yang terus berubah, terutama pada era digital saat ini. [SEOJK F.17]

## MEMASTIKAN PRODUK DAN LAYANAN DENGAN KUALITAS TERBAIK

Grup Astra selalu memastikan produk dan layanan yang diberikan kepada pelanggan telah memenuhi standar kualitas sesuai dengan peraturan yang berlaku. Seluruh produk dan layanan yang diberikan Grup Astra juga telah melalui proses pengujian dan selalu dievaluasi untuk memenuhi kepuasan pelanggan.

Di tengah kebutuhan bisnis dan pola hidup masyarakat yang semakin modern, Grup Astra terus melakukan inovasi produk dan layanan. Budaya *continuous improvement* dan budaya inovasi melekat erat dalam setiap langkah bisnis Astra dan akan diperkuat terus-menerus sebagai salah satu bentuk implementasi dari filosofi Astra, Catur Dharma.

Transformasi digital juga dilakukan untuk memenuhi ekspektasi pelanggan terutama pada era teknologi digital, penggunaan teknologi ramah lingkungan terkini, dan perubahan yang dinamis saat ini sehingga tetap relevan pada masa mendatang.

## SERVING OUR CUSTOMERS

Customer satisfaction and loyalty are at the forefront of all Astra Group businesses. Astra Group strives to understanding the customers and how to give the best service that is balanced with profit growth and efficiency.

Astra also always strives to provide quality and innovative products and services to serve all customers. Astra Group continues to improve capabilities (*upskilling*) and equip new capabilities (*reskilling*) to cope with the changing business needs and lifestyle of society, especially in the current digital era. [SEOJK F.17]

## ENSURING THE BEST QUALITY PRODUCTS AND SERVICES

Astra Group always ensures that the products and services delivered to customers have met the quality standards according to the prevailing regulations. All products and services provided by Astra Group have also passed the testing process and are always evaluated to meet the customers' satisfaction.

Amidst the business needs and lifestyle of the increasingly modern society, Astra Group continues to create innovative products and services. The culture of continuous improvement and innovation is closely embedded in every step of Astra's business and will be continuously strengthened as one form of implementing Astra's philosophy, Catur Dharma.

Digital transformation is also carried out to meet customer expectations, especially in the era of digital technology, the use of the latest environmentally friendly technology, to ensure we remain relevant in the future.



## Astra UD Trucks Hadirkan Truk Standar Emisi Euro 5

[SEOJK F.26]

Astra UD Trucks Presents Euro 5 Emission Standard Trucks



Astra UD Trucks menghadirkan Quester Euro 5 sebagai bagian mendukung program pemerintah terkait peraturan emisi gas buang menuju Indonesia Hijau. Quester Euro 5 memakai teknologi pengendalian emisi *Selective Catalytic Reduction (SCR)* yang lebih maju dan melindungi mesin lebih awet.

Teknologi ini mampu mereduksi emisi gas buang tanpa mengganggu mesin utamanya. Sistem SCR terpisah dari mesin utama membuatnya tidak sensitif terhadap solar bersulfur tinggi sehingga dapat menggunakan BBM diesel jenis apapun termasuk biofuel B30 namun tetap bisa menghasilkan emisi gas buang dengan NOx berstandar Euro 5 yang lebih tinggi dari aturan pemerintah (Euro 4).

Astra UD Trucks presents Quester Euro 5 in an effort to support the government program related to exhaust emission regulations toward a Green Indonesia. Quester Euro 5 utilizes advanced *Selective Catalytic Reduction (SCR)* emission control technology and protects the engine for longer life.

This technology can reduce exhaust emissions without disrupting the main engine. The SCR system is separated from the main engine, making it insensitive to high-sulfur diesel so that it can use any diesel fuel, including B30 biofuel, but still be able to produce exhaust emissions with Euro 5 standard NOx, which is higher than the government regulation (Euro 4).



## Robot Pelayanan Auto2000 Pertama di Indonesia

[SEOJK F.26]

First Auto2000 Service Robot in Indonesia



Astra melalui Auto2000 menawarkan pengalaman interaksi inovatif dan personal baru kepada pelanggan bernama *Human Assist Technology*. *Human Assist Technology* merupakan robot pelayanan di area *showroom*, area pencatatan servis, dan ruang tunggu servis.

Robot pelayanan ini bertugas untuk menyambut tamu, memandu jalan, pramusaji, hingga pengantaran barang. Robot pelayanan ini juga dapat bertugas sebagai media promosi bergerak untuk menampilkan informasi program, layanan, dan produk Toyota termasuk mendukung aktivitas promosi dan event Auto2000 lainnya.

Astra, through Auto2000, offers a new and innovative personal interaction experience for customers named Human Assist Technology. Human Assist Technology is a service robot in the showroom area, service recording space, and service waiting room.

The service robot is designed to welcome guests, guide visitors, serve as a waiter and deliver goods. This service robot can also serve as a mobile promotional media platform to display Information on Toyota programs, services and products, while also supporting other Auto2000 promotional activities and events.

## MEMASTIKAN KESELAMATAN DAN KESEHATAN PELANGGAN [GRI 416-1]

Grup Astra yang terdiri dari berbagai lini bisnis telah menjadikan keselamatan dan keamanan pelanggan sebagai hal utama. Grup Astra memastikan seluruh produk telah melalui proses verifikasi keamanan dan keselamatan pelanggan sesuai dengan standar nasional dan internasional. Grup Astra juga telah melakukan penilaian terhadap dampak positif dan negatif yang ditimbulkan dari produk yang dihasilkan dan dipasarkan. Untuk dampak negatif dari produk/jasa telah dilakukan langkah-langkah mitigasi sebelum produk/jasa tersebut dipasarkan.

Untuk memastikan keamanan pelanggan dan pengguna, seluruh produk/jasa yang dipasarkan turut memuat informasi secara jelas kepada pelanggan mengenai cara penggunaan aman, dan informasi ruang lingkup jasa yang diterima oleh pelanggan. Informasi ini antara lain dituangkan dalam dokumen *Material Safety Data Sheet*, Informasi cara penggunaan produk, kontrak, *Certificate of Analysis*, dan dokumen lain sesuai dengan produk dan jasa dari masing-masing unit bisnis Grup Astra. [SEOJK F.27] [SEOJK F.28] [GRI 417-1]

Pada lini otomotif, uji keselamatan dan keamanan selalu diterapkan pada setiap produk otomotif yang akan dipasarkan. Grup Astra juga mematuhi peraturan emisi gas buang yang ditetapkan pemerintah sebagai bentuk tanggung jawab terhadap mitigasi emisi karbon.

Sebagai bentuk tanggung jawab Astra terhadap produk yang dipasarkan, pada tahun 2022, Grup Astra melakukan penarikan kembali (*recall*) sebanyak 14.777 unit kendaraan dan 17.146 unit suku cadang. Hal ini dilakukan dengan pemeriksaan ulang dan servis kendaraan serta penggantian suku cadang gratis kepada pelanggan yang unitnya termasuk dalam *batch recall* tahun 2022. [SEOJK F.29][GRI 416-2]

Pada lini pertambangan, Grup Astra telah menerapkan kaidah pertambangan yang baik dan sesuai dengan peraturan yang diatur Kementerian Energi dan Sumber Daya Mineral (ESDM). Sedangkan pada lini infrastruktur, Grup Astra memastikan produk-produk infrastruktur seperti jalan tol yang dikelola telah memenuhi standar pelayanan minimum dan dilakukan pengecekan secara rutin.

## ENSURING CUSTOMER SAFETY AND HEALTH [GRI 416-1]

Astra Group, which consists of various business lines, has made customers' safety and security a top priority. Astra Group ensures that all products have passed the customer safety and security verification process according to national and international standards. Astra Group has also assessed the positive and negative impacts of products produced and pushed to the market. To address the harmful effects of the products/services, mitigation measures have been taken before the products/services are pushed to the market.

To ensure the safety of customers and users, all products/services on the market also contain clear information to customers regarding the safe use and information on the scope of benefits received by customers. This information, among others, is stated in the *Material Safety Data Sheet* the document, information on how to use the product, contract, *Certificate of Analysis* and other documents related to the products and services of each Astra Group business unit. [SEOJK F.27] [SEOJK F.28] [GRI 417-1]

In the automotive line, safety and security tests are always applied to any automotive product that will be on the market. Astra Group also complies with exhaust emission regulations set by the government as a responsibility to mitigate carbon emissions.

As a business dedicated to customer safety, in 2022, Astra Group conducted a recall of 14,777 units of vehicles and 17,146 units of spare parts. That was carried out by re-inspection and servicing of cars, as well as free replacement of spare parts to customers whose units were included in the 2022 recall batch. [SEOJK F.29][GRI 416-2]

In the mining line, Astra Group has implemented good mining principles and complied with regulations set by the Ministry of Energy and Mineral Resources (ESDM). In the infrastructure line, Astra Group ensures that infrastructure products such as toll roads it manages have fulfilled the minimum service standards and are regularly checked.

## KEPUASAN PELANGGAN

Di sejumlah lini bisnis, Grup Astra membuka jalur komunikasi yang luas melalui berbagai media dan platform komunikasi untuk melayani pelanggan dan menerima aduan, kritik, dan saran, antara lain layanan customer service di gerai-gerai Grup Astra, hotline service, email, media sosial, hingga aplikasi mobile. Secara berkala, Grup Astra juga konsisten melakukan survei kepuasan pelanggan dengan berbagai metode yang disesuaikan dengan produk dan jasa setiap segmen industri dan lini bisnis. Pada tahun 2022, sebanyak 68 anak perusahaan Astra melakukan survei kepuasan pelanggan di mana 69,1% berhasil mencapai kepuasan pelanggan "Sangat Puas", 29,4% mendapat "Puas", dan 1,5% mendapatkan nilai "Cukup Puas". [SEOJK F.30]

## MENGAJAK MITRA BISNIS MENERAPKAN KEBERLANJUTAN

Grup Astra mendorong seluruh mitra bisnis, pemasok, dan sub-kontraktor dalam rantai pasok Grup Astra untuk mengimplementasikan prinsip-prinsip *sustainability* serta *responsible business* dalam kegiatan usahanya. Upaya untuk mendorong implementasi prinsip-prinsip tersebut dilakukan kepada seluruh mitra bisnis Grup Astra, melalui proses seleksi dan evaluasi mitra bisnis. Setiap mitra bisnis wajib menerapkan sejumlah kriteria, standar, dan komitmen khususnya terkait aspek lingkungan, K3, sosial, dan hak asasi manusia. Pakta integritas komitmen anti-korupsi dan anti-suap juga termasuk dalam kontrak kerja sama.

## CUSTOMER SATISFACTION

In several business lines, Astra Group opens wide communication channels through various media and communication platforms to serve customers and receive complaints, criticisms, and advice, including customer service at Astra Group outlets, hotline service, e-mail, social media, and mobile applications. Periodically, Astra Group also consistently conducts customer satisfaction surveys with various methods that are adjusted to the products and services of each industry segment and business line. In 2022, 68 Astra subsidiaries showed customer satisfaction surveys where 69.1% achieved "Very Satisfied" customer satisfaction, 29.4% received "Satisfied," and 1.5% received "Fairly Satisfied". [SEOJK F.30]

## ENCOURAGING BUSINESS PARTNERS TO IMPLEMENT SUSTAINABILITY

Astra Group encourages all business partners, suppliers, and sub-contractors in the Astra Group supply chain to implement sustainability principles and responsible business in their business activities. The efforts to encourage the implementation of these principles are carried out for all Astra Group business partners through a business partner selection and evaluation process. Each business partner must implement several criteria, standards, and commitments, especially related to environmental, OHS, social, and human rights aspects. An integrity pact of anticorruption and anti bribery commitment is also included in the cooperation contract.



## Partisipasi Astra di COP 27, B20, dan G20

Creating Astra's Participation in COP 27, B20, and G20



KTT Iklim Perserikatan Bangsa-Bangsa (PBB) COP27 yang dilangsungkan di Sharm el-Sheikh, Mesir dihadiri 120 pemimpin negara dunia untuk membahas masa depan aksi global terhadap perubahan iklim. Konferensi Perubahan Iklim PBB ini dibuka secara resmi pada hari Minggu, 6 November 2022. Indonesia sendiri ikut menyuarakan aksi, strategi, inovasi dan pencapaian sebagai wujud nyata kepedulian terhadap iklim dan mencegah kenaikan suhu global.

Astra mendukung penyelenggaraan Paviliun Indonesia di COP27, sebagai usaha untuk melindungi iklim dan alam, serta mendukung Sustainable Development Goals (SDGs). Sebagai bentuk dukungan, Astra juga hadir pada paviliun Indonesia.

Melalui *soft diplomacy*, Paviliun Indonesia menampilkan kebijakan dan hasil nyata kerja sebelumnya, serta membuka jalan bagi ambisi iklim masa depan bersama para pihak lainnya.

The COP27 United Nations (UN) Climate Summit, which was held in Sharm el-Sheikh, Egypt, was attended by 120 world leaders to discuss the future of global action towards climate change. The UN Climate Change Conference was officially opened on Sunday, November 6, 2022. Indonesia itself voiced activities, strategies, innovations and achievements as a concrete realization of its concern for the climate and prevention of rising global temperatures.

Astra supported the organization of the Indonesian Pavilion at COP27, as an effort to protect climate and nature and support the Sustainable Development Goals (SDGs). As a form of support, Astra attended the Indonesian pavilion.

Through soft diplomacy, the Indonesian Pavilion showcased policies and tangible results of previous work, and provided a platform for discussions around the future of climate ambition with other parties.

## Mendukung Agenda Keberlanjutan Global Melalui B20 & G20

### Supporting Global Sustainability Agendas through B20 & G20

Astra mendukung Konferensi Tingkat Tinggi (KTT) Business 20 Indonesia atau B20 Summit Indonesia 2022 pada 13–14 November 2022 di Bali Nusa Dua Convention Center (BNDCC), Bali. Dukungan yang diberikan pada konferensi yang mengangkat tema *'Advancing Innovative and Collaborative Growth'* itu dilakukan dalam rangka mendorong pemerataan akses dan kualitas pendidikan di semua tingkatan.

Astra bersama beberapa anak usaha seperti PT United Tractors Tbk, PT Astra Agro Lestari Tbk, PT Astra Otoparts Tbk, dan PT Astra Daihatsu Motor berupaya meningkatkan kualitas pendidikan vokasi dengan memberikan pelatihan, kesempatan magang, dan masukan kurikulum yang sesuai dengan lapangan kerja masa depan, terutama mengenai otomasi, digitalisasi, Internet of Things (IoT), dan *cloud*.

Dukungan Keberlanjutan Grup Astra Selama penyelenggaraan B20 Summit, Astra juga menampilkan booth dengan tema *'Astra for Today and the Future of Indonesia'* yang menampilkan informasi terkait inisiatif sustainability yang dilakukan oleh Grup Astra dalam bidang Energi terbarukan dan ekosistem kendaraan elektrik. Seperti panel surya dari PT Energia Prima Nusantara, pembangkit listrik tenaga air dari PT Arkora Hydro Tbk, jaringan pengisian Kendaraan Bermotor Listrik Berbasis Baterai (KBLBB) Astra Otopower dari PT Astra Otoparts Tbk, dan berbagai kendaraan elektrifikasi dari PT Toyota-Astra Motor (TAM), PT Astra International Tbk-BMW Sales Operation (BMW Astra), dan PT Astra Honda Motor (AHM).

Selain itu, untuk mendukung mobilitas partisipan G20 Summit dengan kendaraan ramah lingkungan, TAM menyediakan 143 unit kendaraan elektrifikasi berteknologi *Battery Electric Vehicle* (BEV) yang terdiri dari 41 unit Toyota BZ4X dan 102 unit Lexus UX 300e sebagai kendaraan resmi delegasi G20 pada kegiatan G20 Summit. Sementara itu AHM menyediakan 20 unit motor Honda PCX Electric sebagai kendaraan operasional petugas beserta lima unit stasiun penukaran baterai untuk mendukung pengisian daya motor selama G20 Summit berlangsung.

Astra supported the Business 20 Indonesia Summit (B20 Summit Indonesia 2022) on November 13-14, 2022 at Bali Nusa Dua Convention Center (BNDCC), Bali. Support is given to the conference with the theme. *'Advancing Innovative and Collaborative Growth'* was conducted to encourage equitable access and quality of education at all levels.

Astra and its subsidiaries, including PT United Tractors Tbk, PT Astra Agro Lestari Tbk, PT Astra Otoparts Tbk, and PT Astra Daihatsu Motor strives to improve the quality of vocational education by providing training, internships, and relevant curriculum inputs to future employment, especially in automation, digitalization, the Internet of Things (IoT), and the cloud.

Astra Group Sustainability Support During the B20 Summit, Astra also displayed a booth with the theme *'Astra for Today and the Future of Indonesia'* which presented information related to sustainability initiatives implemented by Astra Group in the field of renewable energy and electric vehicle ecosystem. Such as solar panels from PT Energia Prima Nusantara, hydropower plants from PT Arkora Hydro Tbk, Astra Otopower Battery-Based Electric Vehicles charging networks from PT Astra Otoparts Tbk and various electrified vehicles from PT Toyota-Astra Motor (TAM), PT Astra International Tbk-BMW Sales Operation (BMW Astra), and PT Astra Honda Motor (AHM).

In addition, to support the mobility of the G20 Summit participants with environmentally friendly vehicles, TAM provided 143 units of electrified vehicles with Battery Electric Vehicle (BEV) technology which consists of 41 units of Toyota BZ4X and 102 units of Lexus UX 300e as the official vehicle of the G20 delegation at the G20 Summit activities. While AHM provided 20 units of Honda PCX Electric motorcycles as officers' operational vehicles, along with five units of battery exchange stations to support motorcycle charging during the G20 Summit.





# People Roadmap

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# People Roadmap




Melalui Flagship Initiative Astra For Everyone, Astra berkomitmen untuk menciptakan tempat kerja yang beragam dan inklusif, serta memberikan pengalaman bekerja yang berharga bagi seluruh karyawan Astra dan bagi putra putri terbaik Indonesia yang ingin bergabung, berkarya, dan tumbuh bersama Astra.

Through the flagship initiative Astra For Everyone, Astra is committed to creating a diverse and inclusive workplace, as well as providing a valuable work experiences for all Astra employees and for the talented Indonesian youth wishing to join, work, and grow with Astra.



**198,203**  
Orang | People

Jumlah karyawan  
Total employees



**9.94%**

Karyawan wanita Astra  
dari total karyawan  
Astra's female  
employees of total  
employees



**21.19**  
Jam | Hours

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



**65.37%**

Karyawan Milenial  
(umur <35 tahun)  
Millennial employees  
(<35 years old)




**1,463,885**

Inovasi Grup Astra yang diimplementasikan pada tahun 2022 dalam Program InnovAstra dengan total inovasi dari tahun 1982-2022 mencapai 14.540.084 proyek Astra Group innovations implemented in 2022 through InnovAstra program with total innovations from 1982-2022 reached 14,540,084 projects

Aspek manusia menjadi pilar penting dalam strategi keberlanjutan Astra. Melalui People Roadmap dalam Strategi Triple-P Roadmap, Astra berkomitmen untuk menciptakan tempat kerja yang beragam dan inklusif, serta memberikan pengalaman bekerja yang berharga bagi seluruh karyawan Astra dan bagi putra putri terbaik Indonesia yang ingin bergabung, berkarya, dan tumbuh bersama Astra.

Pada tahun 2022, People Roadmap diperkuat dengan diluncurkannya Astra 2030 Sustainability Aspirations dengan 3 dari 10 aspirasi difokuskan pada aspek manusia (*People*).

People are an important pillar in Astra's sustainability strategy. That is why, through the People Roadmap in the Triple-P Roadmap Strategy, Astra is committed to creating a diverse and inclusive workplace, as well as providing a valuable work experience for all Astra employees and for Indonesia's best talents who are eager to join, work, and grow with Astra.

In 2022, the People Roadmap was further strengthened with the launch of the Astra 2030 Sustainability Aspirations, with 3 out of 10 aspirations focused on the people aspect.

| Aspirasi<br>Aspiration                                                                                                             | Komitmen<br>Commitment                                                                                                                                                                                                                      | Flagship Initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Employee Diversity &amp; Inclusion</b></p> | <p>Mendukung keberagaman dan inklusivitas karyawan, dengan fokus pada gender</p> <p>Champion actions to support employee diversity and inclusion, focusing on gender</p>                                                                    | <p><b>Astra for Everyone</b><br/>Meluncurkan program pelatihan terkait topik keberagaman untuk karyawan Grup Astra serta memberikan wadah bagi karyawan perempuan untuk berbagi pengalaman dan cerita selama berkarir di Astra melalui berbagai media publikasi. Launched training programs related to diversity topics for Astra Group employees and provided a platform for female employees to share their experiences and stories during their career in Astra through various media publications.</p>                                                                                                                        |
|  <p><b>Occupational Health &amp; Safety</b></p>   | <p>Mencapai <i>zero fatality</i> tenaga kerja dan pengurangan 60% tingkat <i>lost-time injury</i> Grup Astra</p> <p>Achieve group-wide zero workforce fatalities and 60% reduction in lost time injury rate</p>                             | <p>Meningkatkan pemahaman dan <i>awareness</i> pekerja terkait kesehatan dan keselamatan kerja melalui beberapa pelatihan, seperti:</p> <ol style="list-style-type: none"> <li>1. <i>Safety Culture Maturity Level</i></li> <li>2. <i>Contractor Safety Management System</i></li> <li>3. <i>Behavior Based Safety</i></li> </ol> <p>Increase workers' understanding and awareness of occupational health and safety through several trainings, such as:</p> <ol style="list-style-type: none"> <li>1. Safety Culture Maturity Level</li> <li>2. Contractor Safety Management System</li> <li>3. Behavior Based Safety</li> </ol> |
|  <p><b>Board Diversity &amp; Inclusion</b></p>    | <p>Mendukung keberagaman dan inklusivitas di level eksekutif, direksi, dewan komisaris, dengan fokus pada <i>gender</i></p> <p>Champion actions that support board and executive leadership diversity and inclusion, focusing on gender</p> | <p><b>Astra for Everyone</b><br/>Meluncurkan program Astra Women Support System yang berfokus pada pengembangan pemimpin perempuan di Grup Astra yang bertujuan untuk menciptakan hubungan saling mendukung dan berkolaborasi di antara para pemimpin perempuan.<br/>Launched Astra Women Support System program that focuses on the development of women leaders in Astra Group which aims to create supportive and collaborative relationships among women leaders.</p>                                                                                                                                                         |

Selain menetapkan komitmen dan target terukur melalui Astra 2030 Sustainability Aspirations, Astra juga telah melakukan sejumlah penguatan pada pilar People Roadmap, antara lain memperbarui Catur Dharma sebagai *key behavior* baru dan filosofi perusahaan, melakukan penilaian *Organization Agility* (OA), mengimplementasi inisiatif *Diversity and Inclusion* (D&I), serta penguatan digital *mindset* para pemimpin Astra.

In addition to determining commitments and measurable targets through Astra 2030 Sustainability Aspirations, Astra has also strengthened a number of pillars of the People Roadmap, including updating Catur Dharma as a key behavior and corporate philosophy, conducting Organization Agility (OA) assessments, implementing Diversity and Inclusion (D&I) initiatives, and strengthening the digital mindset of Astra leaders.

### KOMPOSISI KARYAWAN ASTRA

### ASTRA'S EMPLOYEE COMPOSITION

Total Karyawan Berdasarkan Jenis Kelamin [SEOJK C.3]  
Total Employees by Gender

| Jenis Kelamin   Gender | 2020           | 2021           | 2022           |
|------------------------|----------------|----------------|----------------|
| Pria   Male            | 169,414        | 171,281        | 178,504        |
| Wanita   Female        | 17,951         | 17,507         | 19,699         |
| <b>Total</b>           | <b>187,365</b> | <b>188,788</b> | <b>198,203</b> |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

### Total Karyawan Berdasarkan Tingkat Pendidikan [SEOJK C.3] Total Employees by Education Level

| Tingkat Pendidikan   Education Level | 2020           | 2021           | 2022           |
|--------------------------------------|----------------|----------------|----------------|
| S2/S3   Post Graduate Degree         | 913            | 917            | 1,003          |
| S1   Bachelor Degree                 | 30,016         | 29,790         | 32,229         |
| Diploma   Diploma                    | 13,863         | 13,317         | 12,755         |
| SMA   Senior High                    | 117,595        | 121,537        | 126,801        |
| SD/SMP   Junior High                 | 24,978         | 23,227         | 25,415         |
| <b>Total</b>                         | <b>187,365</b> | <b>188,788</b> | <b>198,203</b> |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

### Total Karyawan Berdasarkan Kelompok Usia [SEOJK C.3][GRI 2-7] Total Employees by Age Group

| Kelompok Usia   Age Group | 2020           | 2021           | 2022           |
|---------------------------|----------------|----------------|----------------|
| >55 tahun   years old     | 1,253          | 1,097          | 421            |
| 45-55 tahun   years old   | 17,783         | 18,163         | 20,387         |
| 36-45 tahun   years old   | 45,314         | 45,583         | 47,836         |
| 26-35 tahun   years old   | 82,053         | 78,099         | 77,445         |
| 18-25 tahun   years old   | 40,962         | 45,846         | 52,114         |
| <b>Total</b>              | <b>187,365</b> | <b>188,788</b> | <b>198,203</b> |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

### Total Karyawan Berdasarkan Status Kepegawaian [SEOJK C.3][GRI 2-7] Total Employees by Employment Status

| Status Kepegawaian   Employment Status | 2020           | 2021           | 2022           |
|----------------------------------------|----------------|----------------|----------------|
| Permanen   Permanent                   | 152,593        | 145,624        | 145,975        |
| Kontrak   Contract                     | 34,516         | 42,875         | 51,943         |
| Ekspatriat   Expatriates               | 256            | 289            | 285            |
| <b>Total</b>                           | <b>187,365</b> | <b>188,788</b> | <b>198,203</b> |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

### Total Karyawan Berdasarkan Posisi Jabatan [SEOJK C.3][GRI 2-7] Total Employees by Position

| Posisi Jabatan<br>Position | 2020           |                  |                | 2021           |                  |                | 2022           |                  |                |
|----------------------------|----------------|------------------|----------------|----------------|------------------|----------------|----------------|------------------|----------------|
|                            | Pria<br>Male   | Wanita<br>Female | Total          | Pria<br>Male   | Wanita<br>Female | Total          | Pria<br>Male   | Wanita<br>Female | Total          |
| Executive Level            | 305            | 63               | 368            | 312            | 66               | 378            | 267            | 59               | 326            |
| Manager Level              | 1,791          | 293              | 2,084          | 1,915          | 301              | 2,216          | 2,072          | 229              | 2,301          |
| Supervisor/ Analyst Level  | 13,691         | 3,247            | 16,938         | 15,691         | 3,282            | 18,973         | 18,529         | 2,045            | 20,574         |
| Staff/ Officer Level       | 153,627        | 14,348           | 167,975        | 153,363        | 13,858           | 167,221        | 157,636        | 17,366           | 175,002        |
| <b>Total</b>               | <b>169,414</b> | <b>17,951</b>    | <b>187,365</b> | <b>171,281</b> | <b>17,507</b>    | <b>188,788</b> | <b>178,504</b> | <b>19,699</b>    | <b>198,203</b> |

Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

Selain karyawan, Grup Astra mencatat sampai dengan akhir tahun 2022 sebanyak 41.479 orang pekerja *outsource* yang membantu kami dalam melaksanakan berbagai aktivitas pendukung di Grup Astra. [GRI 2-8]

As of the end of 2022, there were 41,479 outsource workers helping the Astra Group carry out supporting processes. [GRI 2-8]

**ASTRA FOR EVERYONE [SEOJK F.18]**

Sebagai Flagship Initiatives dari People Roadmap dalam Astra 2030 Sustainability Aspirations, Astra For Everyone memfokuskan pada keberagaman dan inklusivitas untuk menjadikan Astra sebagai *top employer of choice*, serta mengembangkan insan Astra yang tidak hanya kompeten di bidangnya, tetapi juga sejahtera, aman, nyaman, dan memiliki *work-life balance* yang sehat.

**ASTRA FOR EVERYONE [SEOJK F.18]**

As the Flagship Initiatives of the People Roadmap in the Astra 2030 Sustainability Aspirations, Astra For Everyone focuses on diversity and inclusion to make Astra the top employer of choice, and develop Astra's employees who are not only competent in their fields, but also prosperous, safe, comfortable and have healthy work-life balance.

**5 Prinsip Astra**  
 Dalam Membangun Hubungan Kerja dengan Karyawan  
 In Building Work Relations with Employees

|                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                              |                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                  |                                                                                                                                           |                                                                                   |
| <p><b>RESPECT HUMAN RIGHTS</b></p> <p>Astra menghormati hak asasi manusia secara universal, serta hak dan kewajiban karyawan berdasarkan peraturan perundangan yang berlaku.</p> <p>Astra respects universal human rights, including employees rights and obligations, based on applicable laws and regulations.</p> | <p><b>EQUAL OPPORTUNITIES</b></p> <p>Astra memberi kesempatan yang sama tanpa membedakan senioritas, gender, suku, agama, ras, dan antar golongan dengan memerhatikan kompetensi serta kinerjanya.</p> <p>Astra provides equal opportunities regardless of seniority, gender, ethnicity, religion, race and between groups with due regard to competency and performance.</p> | <p><b>BUILDING COMPETENCE &amp; CHARACTER</b></p> <p>Astra memperlakukan karyawan sebagai aset yang berharga karena itu perlu dihargai dan ditingkatkan kompetensi serta karakternya.</p> <p>Astra regards its employees as valuable assets, therefore they should always be respected, and their competence and character should be nurtured.</p> | <p><b>OPEN TWO-WAY COMMUNICATION</b></p> <p>Astra membangun suasana keterbukaan dan komunikasi dua arah dengan karyawan.</p> <p>Astra fosters an environment of transparency and two-way communication with its workers.</p> | <p><b>REWARDING WORK EXPERIENCE</b></p> <p>Astra memberi penghargaan kepada karyawan yang berprestasi.</p> <p>Astra recognizes and rewards outstanding employees.</p> |

**KEBERAGAMAN, INKLUSIVITAS, DAN NON-DISKRIMINASI [SEOJK F.18]**

Komitmen Astra adalah untuk menciptakan lingkungan kerja yang beragam, inklusif, dan menjunjung tinggi prinsip saling menghormati, kesetaraan, keadilan, dan transparansi, tanpa membeda-bedakan gender, usia, ras, agama, hingga kondisi fisik. Komitmen terhadap non-diskriminasi, kesetaraan dan keberagaman di Astra dituangkan dalam berbagai kebijakan dan program pengelolaan sumber daya manusia di bawah koordinasi Corporate Human Capital Development (CHCD).

Keragaman dan kesetaraan, khususnya yang berfokus pada gender terus diperkuat dengan diluncurkannya Flagship Initiative Astra For Everyone. Melalui Flagship Initiative ini, Astra mendorong kesetaraan gender di seluruh level jabatan di Astra, termasuk di level eksekutif, direksi, dan dewan komisaris.

Sampai dengan akhir tahun 2022, 1 wanita menjabat sebagai direksi PT Astra International Tbk atau mencapai 10% dari total keseluruhan direksi. [SEOJK F.18]

**Keragaman Badan Tata Kelola [GRI 405-1]**

**Diversity of Governance Bodies**

| Dewan Komisaris<br>Board of Commissioners | 2020         |                  |           | 2021         |                  |           | 2022         |                  |             |
|-------------------------------------------|--------------|------------------|-----------|--------------|------------------|-----------|--------------|------------------|-------------|
|                                           | Pria<br>Male | Wanita<br>Female | Total     | Pria<br>Male | Wanita<br>Female | Total     | Pria<br>Male | Wanita<br>Female | Final Total |
| Di bawah 30 tahun<br>Under 30 years old   | 0            | 0                | 0         | 0            | 0                | 0         | 0            | 0                | 0           |
| 30-50 tahun<br>30-50 years old            | 3            | 0                | 3         | 3            | 0                | 3         | 3            | 0                | 3           |
| Di atas 50 tahun<br>Over 50 years old     | 6            | 1                | 7         | 6            | 1                | 7         | 6            | 1                | 7           |
| <b>Sub total</b>                          | <b>9</b>     | <b>1</b>         | <b>10</b> | <b>9</b>     | <b>1</b>         | <b>10</b> | <b>9</b>     | <b>1</b>         | <b>10</b>   |
| Persentase<br>Percentage                  | 90%          | 10%              |           | 90%          | 10%              |           | 90%          | 10%              |             |

Keterangan | Note:  
Data pada tabel di atas adalah data Dewan Komisaris di kantor pusat PT Astra International Tbk  
The data in the table above are Board of Commissioners in PT Astra International Tbk head office

| Direksi<br>Board of Directors           | 2020         |                  |          | 2021         |                  |          | 2022         |                  |             |
|-----------------------------------------|--------------|------------------|----------|--------------|------------------|----------|--------------|------------------|-------------|
|                                         | Pria<br>Male | Wanita<br>Female | Total    | Pria<br>Male | Wanita<br>Female | Total    | Pria<br>Male | Wanita<br>Female | Final Total |
| Di bawah 30 tahun<br>Under 30 years old | 0            | 0                | 0        | 0            | 0                | 0        | 0            | 0                | 0           |
| 30-50 tahun<br>30-50 years old          | 1            | 0                | 1        | 1            | 0                | 1        | 0            | 0                | 0           |
| Di atas 50 tahun<br>Over 50 years old   | 7            | 1                | 8        | 7            | 1                | 8        | 9            | 1                | 10          |
| <b>Sub total</b>                        | <b>8</b>     | <b>1</b>         | <b>9</b> | <b>8</b>     | <b>1</b>         | <b>9</b> | <b>9</b>     | <b>1</b>         | <b>10</b>   |
| Persentase<br>Percentage                | 88.89%       | 11.11%           |          | 88.89%       | 11.11%           |          | 90%          | 10%              |             |

Keterangan | Note:  
Data pada tabel di atas adalah data Direksi di kantor pusat PT Astra International Tbk  
The data in the table above are Board of Directors in PT Astra International Tbk head office

**DIVERSITY, INCLUSIVITY AND NON-DISCRIMINATION [SEOJK F.18]**

Astra is committed to developing a diverse yet inclusive work environment that upholds the principles of mutual respect, equality, fairness and transparency, regardless of gender, age, race, religion and physical condition. Astra's commitment to the principles of non-discrimination, equality and diversity is embodied in its various policies and programs regarding human resource management, implemented under the coordination of the Corporate Human Capital Development (CHCD).

Diversity and equality, particularly in terms of gender, are further strengthened by the launch of the Astra For Everyone flagship initiative. Through this flagship initiative, Astra promotes gender equality at all levels of positions in Astra, including at the levels of Executive, Board of Directors and Board of Commissioners.

As of the end of 2022, PT Astra International Tbk has 1 female director, or 10% of the total members of the Board of Directors. [SEOJK F.18]

# Meet Astra People

## Meet Astra People

Grup Astra hadir di seluruh Indonesia melalui aktivitas dan operasional berbagai anak perusahaan di sektor-sektor industri yang beragam. Kami didukung oleh lebih dari 190.000 orang karyawan yang memungkinkan Grup Astra melayani jutaan pelanggan di Indonesia dan di luar negeri. Insan Astra adalah aset terbesar dari Grup Astra.

Sebagai salah satu bentuk apresiasi Perusahaan kepada seluruh Insan Astra, kami menampilkan wajah-wajah Insan Astra dari Sabang sampai Marauke dan sejumlah perwakilan karyawan untuk menceritakan pengalaman, pesan, dan kesan mereka selama bekerja dan berkarya bersama Grup Astra.

The Astra Group is present throughout Indonesia through various subsidiary activities in various industrial sectors. Supported by more than 190,000 employees, the Astra Group serves millions of customers in Indonesia and abroad. That is why Astra's employees are the biggest asset for the Astra Group.

As a form of appreciation from the Company to all Astra people, we would like to present the faces of Astra people, from Sabang to Marauke, and invite a number of employee representatives to share their experiences, messages and impressions while working with the Astra Group.



**Rutlija Silitonga**

**PT Balai Lelang Serasi**  
Kota: Medan, Sumatera Utara  
Lama bekerja: 19 tahun

“ Berkarya di Astra selama 19 tahun sampai dengan sekarang, membuktikan bahwa Astra merupakan perusahaan pilihan yang tepat untuk meniti karir. Nilai-nilai yang tertuang dalam Catur Dharma diimplementasikan dengan konsisten, hal ini sangat saya rasakan manfaatnya dan tentunya masyarakat sekitar juga. Di sini kita didorong untuk semangat berinovasi yang tiada henti, mengasah diri untuk terus berkreasi.

Over the past 19 years, I am proud to be part of the big Astra family. It is like a second home to me, where I may grow and develop. I also believe that working with Astra will allow me to continue to contribute more to my country.

”



**Erawastu Endramanto**

**PT Pelabuhan Penajam Banua Taka**  
Kota: Balikpapan,  
Kalimantan Timur  
Lama bekerja: 10 tahun

“ Selama 10 tahun bekerja di PT Pelabuhan Penajam Banua Taka (Astra Infra Port Eastkal) banyak sekali ilmu dan pengalaman berharga yang tak ternilai yang saya dapatkan. Lingkungan kerja yang mengutamakan disiplin, Inovatif dan kerja sama tim mendorong semua stafnya untuk berkembang menjadi SDM yang lebih baik dan berkualitas. Semoga Astra bisa terus berkembang dan maju!

Throughout my ten years working at PT Pelabuhan Penajam Banua Taka (Astra Infra Port Eastkal), I have gathered a wealth of knowledge and expertise. A work atmosphere that values discipline, innovation, and cooperation helps all employees to grow into better and better human resources. Hopefully, Astra will continue to develop and expand!

”



**Nurlia Tuasalamony**

**PT Astra International Tbk -  
Honda Sales Operation**  
Kota: Jayapura, Papua  
Lama bekerja: 5 tahun

“ Bangga sekali menjadi salah satu karyawan Astra, banyak hal positif yang bisa di pelajari selain itu pengalaman kerja saya juga bertambah, bukan hanya soal pekerjaan tapi ikut serta dalam berbagai kegiatan Astra Grup yang semakin membuat saya memahami arti Catur Dharma yang sebenarnya.

I am really glad to be an Astra employee, there are many great things that can be learnt, and my work experience has grown, not only in terms of work but also via participation in numerous Astra Group events, which has helped me comprehend the actual meaning of Catur Dharma.

”

**Soesilo**

**PT Astra International Tbk -  
AstraWorld**  
Kota: Surabaya  
Lama bekerja: 26 tahun

“ Astra selalu memberikan ruang untuk berkarya dan berinovasi. Terima kasih Astra!

Astra always provides space to create and innovate. Thank you Astra!

”

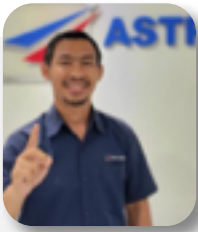
**Ni Luh Made Rai Widiuari  
Handayani**

**PT Astra Sedaya Finance**  
Kota: Denpasar, Bali  
Lama bekerja: 2 tahun

“ Kerja di Grup Astra adalah *great experience* bagi saya, di mana banyak hal baru yang bisa saya *explore*, serta juga pengalaman berjumpa dengan pelanggan dari berbagai kalangan dan karakter yang beragam. Sebuah tantangan tersendiri bagi saya untuk membangun relasi yang baik dengan pelanggan, hingga nantinya mereka dapat melakukan *repeat order*.

Working at Astra Group is a great experience for me, as there are many new things that I can explore, I also get to experience meeting customers from various circles and diverse characters. I take on the challenge of building a good relationship with customers, so that later they can make repeat orders.

”



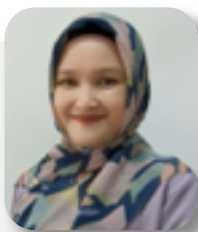
**Wanny**

**PT Astra International Tbk -  
Honda Sales Operation**  
Kota: Makassar, Sulawesi Selatan  
Lama bekerja: 27 tahun

“Menjadi Insan Astra adalah impian banyak orang termasuk saya, tetapi bekerja untuk Astra selama 27 tahun adalah kesenangan yang luar biasa bagi saya. Terima kasih Astra telah mewujudkan mimpi saya untuk bisa bersama menjadi manfaat bagi semua.

Many individuals, like myself, dream of becoming Astra employees, but working with Astra for 27 years has been a huge joy for me. Thank you, Astra, for making my ambition of benefiting everyone a reality.

”



**Marinda Handayani**

**PT Serasi Logistic Indonesia**  
Kota: Balikpapan,  
Kalimantan Timur  
Lama bekerja: 14 tahun

“Bekerja di Astra selama 14 tahun, merasa berbagai macam fase bagaimana perusahaan ini bertahan dan tumbuh berkembang. Astra sudah menjadi tempat menempa saya menjadi pribadi yang resilien dan *agile*. Banyak hal saya belajar dari *leader-leader* Astra bagaimana mereka bertahan, bangkit dan selalu siap menghadapi tantangan dengan semangat optimisme yang tinggi. Dan saya percaya sebagai salah satu Insan Astra, saya bangga serta optimis Astra akan terus tumbuh dan berkembang pesat. Sukses selalu untuk Astra!

Working at Astra for 14 years, has allowed me to witness various phases of how this Company survives and grows. Astra has become a place for me to become a resilient and agile person. I learnt a lot from Astra leaders about how they endure the challenges, how they rise and are always ready to face challenges with a positive attitude. And I believe that as an Astra employee, I am proud and enthusiastic that Astra will continue to grow and at a quick pace. Here's wishing Astra success always!

”



**Jhonson Wijaya**

**PT Astra International Tbk -  
AstraWorld**  
Kota: Medan, Sumatera Utara  
Lama bekerja: 26 tahun

“Selama 26 tahun bekerja dan menjadi bagian dari Astra, saya mendapatkan banyak pelajaran dan pengalaman yang luar biasa. Semoga Astra bisa terus menjadi rumah yang mendukung para karyawannya dan memajukan Indonesia ke arah yang lebih baik.

During my 26 years of working and being part of Astra, I have learned many great lessons and experiences. Hopefully Astra can continue to be a home that supports its employees and paves the way for a better Indonesia.

”



**Tri Rezeki Untung**

**PT Astra International Tbk - Daihatsu Sales Operation**  
Kota: Makassar, Sulawesi Selatan  
Lama bekerja: 3 tahun

“ **Pencapaian terbesar saya saat ini adalah mendapatkan kesempatan untuk bekerja di, Grup Astra yang adalah salah satu perusahaan terbesar di Indonesia. Di Grup Astra ini saya bisa mengembangkan bakat saya dan selalu belajar untuk melakukan hal baru yang lebih bermanfaat, juga saya berkesempatan untuk bertemu dengan orang-orang hebat.**

My biggest achievement this far has been the opportunity to work for the Astra Group, one of Indonesia's largest corporations, where I can develop my talents and always learn new things, that are more useful. I also get the opportunity to meet wonderful people.



**Christian Aipassa**

**PT Federal International Finance**  
Kota: Jayapura, Papua  
Lama bekerja: 9 tahun

“ **Saya sangat bangga menjadi salah satu karyawan di perusahaan Astra khususnya di FIGROUP. Bukan hanya soal kerja, namun di FIGROUP saya bisa memaknai arti nilai sebuah *team*. Semoga Astra selalu menjadi perusahaan yang di kagumi.**

I am very proud to work for Astra, particularly FIGROUP. It's not merely about work; at FIGROUP, I've learned the value of a team. My wish is that, Astra will always be regarded favorably.



**Sarah Rahayu**

**PT Astra International Tbk - Toyota Sales Operation**  
Kota: Jakarta Pusat, DKI Jakarta  
Lama bekerja: 5 tahun

“ **Astra adalah perusahaan yang memenuhi hak seluruh karyawan dari segala sisi. Dalam bekerja pun, Astra memiliki nilai nilai tersendiri dalam mencapai pelayanan yang terbaik yaitu nilai FIRST (Focus on Customer, Integrity, Respect for Others, Strive for Excellent, Teamwork). Nilai tersebut memberikan motivasi bagi kami sebagai karyawan agar tetap menjalankan pekerjaan dengan baik.**

Astra is a company that fulfills the rights of all employees from all sides. Even in working, Astra has its own values in achieving the best service, namely the value of FIRST (Focus on Customer, Integrity, Respect for Others, Strive for Excellent, Teamwork). This value gives motivation for us as employees to keep doing a job well.





## Ikuti W20 Summit, Agincourt Resources Serukan Komitmen Penerapan Keberagaman Gender

Participating in the W20 Summit, Agincourt Resources Calls For Commitment to Implementing Gender Diversity

Salah satu anak perusahaan Grup Astra, PT Agincourt Resources (PTAR) ikut ambil bagian dalam forum Women 20 Summit (W20) yang digelar di Parapat, Sumatra Utara. Kehadiran PTAR mempertegas komitmen keberagaman gender melalui peningkatan partisipasi perempuan dan pengembangan kompetensi profesional yang setara.

Hingga akhir 2022, sebanyak 21,65% dari total seluruh karyawan PTAR, ditempati para perempuan sesuai dengan kompetensi dan keahliannya. Sebanyak 25,69% di antaranya berhasil menduduki posisi manajemen dengan peran sebagai *superintendent* ke atas dan di tingkat manajemen puncak dua perempuan diangkat sebagai komisaris dan direktur. Dari catatan tersebut, PTAR menunjukkan komitmen yang sejalan dengan W20 yang mengangkat isu kesetaraan gender dan pemberdayaan ekonomi perempuan.

Upaya perusahaan dalam keberagaman gender membuahkan hasil positif, salah satunya di sektor ekstraktif, PTAR menjadi satu-satunya perusahaan tambang emas di Indonesia yang memiliki komposisi karyawan perempuan hingga 21,65%.

PT Agincourt Resources (PTAR), an Astra Group subsidiary, attended the Women 20 Summit (W20) forum held in Parapat, North Sumatra. The presence of PTAR confirmed its commitment to promoting gender diversity by increasing women's participation and developing equal professional competencies.

According to their competence and expertise, female workers account for up to 21.65% of all PTAR personnel. As many as 25.69% of female workers were assigned to managerial posts with roles as superintendent and above, while at the top management level, two women were appointed as commissioners and directors. This note demonstrates PTAR's commitment to the W20, which emphasizes the topic of gender equality and women's economic empowerment.

The company's efforts in gender diversity have yielded positive results, one of which is in the extractive sector, PTAR is the only gold mining company in Indonesia that has a composition of up to 21.65% female employees.

## PENGHORMATAN TERHADAP HAK ASASI MANUSIA (HAM)

Astra memegang teguh prinsip kemanusiaan dan penghormatan pada Hak Asasi Manusia (HAM) dalam menjalankan berbagai kegiatan operasional perusahaan, termasuk dalam pengelolaan sumber daya manusia. Astra memastikan tidak adanya praktik kerja paksa maupun tindakan mempekerjakan anak di bawah umur pada seluruh aktivitas Grup Astra. Dalam hal-hal terkait ketenagakerjaan, Astra selalu mematuhi berbagai peraturan dan hukum yang berlaku di setiap area operasional. [SEOJK F.19]

Secara berkala, Astra melakukan pelatihan dan sosialisasi kepada seluruh karyawan Grup Astra terkait kebijakan dan rencana kerja Perseroan dalam pengelolaan SDM berdasarkan prinsip-prinsip yang menjunjung tinggi HAM. Sepanjang tahun 2022, Perseroan tidak menerima adanya laporan terkait tindakan diskriminatif ataupun bentuk pelanggaran HAM di seluruh lini bisnis Grup Astra. [GRI 412-2]

Komitmen Astra dalam menjunjung tinggi HAM dan menjalankan kegiatan usaha dengan berlandaskan prinsip-prinsip kesetaraan juga ditunjukkan melalui kebijakan cuti melahirkan kepada seluruh karyawan wanita (*maternity leave*) dan hak cuti kepada karyawan pria untuk menemani istri melahirkan (*paternity leave*). [GRI 401-3]

## RESPECT FOR HUMAN RIGHTS

Astra upholds the principles of humanity and respect for Human Rights, including in managing human resources. Astra ensures that there are no forced or underage labor practices in all Astra Group activities. In matters related to employment, Astra always complies with various regulations and laws that apply in each operational area. [SEOJK F.19]

On a regular basis, Astra delivers training and outreach regarding the Company's policies and HR work plans, that are based on human rights principles, to all employees of the Astra Group. Throughout the year under review, the Company received no allegations of discriminatory acts or other types of human rights abuses in any of Astra Group's business areas. [GRI 412-2]

Astra's commitment to upholding human rights and carrying out business activities based on the principles of equality is also demonstrated through its policy on maternity leave for all female employees and paternity leave for male employees to accompany their wives in childbirth. [GRI 401-3]



## Toyota Astra Motor Raih Predikat Tempat Kerja Perusahaan Otomotif Terbaik bagi Wanita

Toyota Astra Motor Wins the Best Automotive Company Workplace Award for Women

PT Toyota-Astra Motor (TAM) terpilih sebagai Top 5 Best Workplace for Women 2021 dalam kategori industri otomotif. Penghargaan tersebut didapatkan dalam acara Indonesia Best Workplace for Women Awards 2021: Building an Inclusive Future, yang diselenggarakan oleh media HerStory yang merupakan bagian dari Warta Ekonomi Group.

TAM dinilai baik dalam hal tempat kerja inklusif gender, pemenuhan hak untuk pekerja wanita, penyediaan fasilitas untuk pekerja wanita, transparansi dan pelaporan, respons terhadap COVID-19. Salah satu pemenuhan hak yang dimaksud adalah hak cuti haid selama dua hari setiap bulannya bagi karyawan wanita. Selain itu, bagi karyawan wanita yang akan melahirkan juga mendapatkan cuti yang cukup, yaitu selama tiga bulan.

TAM juga menerapkan kesetaraan antara karyawan pria dan wanita, misalnya terkait pengembangan diri, promosi jabatan, dan lain-lain. Terkait komposisi, jumlah karyawan pria dan wanita terbilang seimbang. Sebagai contoh di Divisi Marketing Planning and New Business, terdapat 94 orang karyawan wanita atau setara 40% dari total karyawan di divisi terkait.

PT Toyota-Astra Motor (TAM) was named as the Top 5 Best Workplace for Women 2021 in the automotive industry category. The award was obtained at the Indonesia Best Workplace for Women Awards 2021: Building an Inclusive Future event, organized by HerStory media, part of the Warta Ekonomi Group.

TAM is praised for having a gender inclusive workplace, fulfillment of rights for women workers, provision of facilities for women workers, transparency and reporting, response to COVID-19. One of the fulfillment of the rights in question is the right to two days of menstrual leave every month for female employees. In addition, employees who are about to give birth also get sufficient leave, which is for three months.

TAM also promotes gender equality among employees, such as in self-development, advancement, and other areas. The number of male and female employees is reasonably equal in terms of makeup. For example, in the Marketing Planning and New Business Division, there are 94 female employees or equal to 40% of the total employees in the division.

### REKRUTMEN

Proses rekrutmen di Astra bertujuan untuk mendapatkan SDM yang terbaik dan berkualitas sehingga mampu untuk memberikan kontribusi secara maksimal bagi aktivitas bisnis dan kinerja operasional perusahaan.

Astra menerapkan sistem desentralisasi dalam proses rekrutmen yang memberikan keleluasaan bagi masing-masing anak perusahaan Astra untuk dapat memenuhi kebutuhan karyawan secara internal atau eksternal. Seleksi karyawan internal dilakukan melalui proses pengembangan kompetensi atau rotasi jabatan. Sementara dalam perekrutan karyawan baru, Perseroan mengacu pada standar korporasi berdasarkan kriteria 2C (*Competence and Character*) yang sejalan dengan nilai-nilai Catur Dharma.

Selain itu, Astra juga melakukan rekrutmen terhadap para kandidat terbaik yang akan disiapkan untuk menjadi calon pemimpin perusahaan di masa yang akan datang melalui program-program, seperti Astra Graduate Program Management Trainee (AGP-MT), Human Capital Trainee (HR Trainee), Audit and Risk Trainee, dan lainnya.

### RECRUITMENT

Astra's recruiting process strives to obtain the best and most qualified human resources possible so that they may make the greatest possible contribution to the Group's commercial operations and operational success.

In the recruiting process, Astra uses a decentralized approach to provides flexibility for each Astra subsidiary to meet staff needs, either internally or externally. Internal recruitment is carried out via a competency development process or job rotation. While hiring new personnel, the Astra Group follows corporate standards based on 2C criteria (Competence and Character) consistent with Catur Dharma principles.

In addition, Astra also recruits the best candidates who will be prepared to become future leaders of the Company through programs such as the Astra Graduate Program Management Trainee (AGP-MT), Human Capital Trainee (HR Trainee), Audit and Risk Trainees, and others.

### Jumlah Peserta Program Persiapan Kepemimpinan [SEOJK F.22] [GRI 404-2] Number of Leadership Preparation Program Participants

| Nama Program<br>Name of Program | 2020  |                         | 2021  |                         | 2022  |                         |
|---------------------------------|-------|-------------------------|-------|-------------------------|-------|-------------------------|
|                                 | Batch | Peserta<br>Participants | Batch | Peserta<br>Participants | Batch | Peserta<br>Participants |
| Astra Graduate Program          | -     | -                       | 1     | 9                       | 1     | 15                      |
| Functional Trainee Program      | 2     | 39                      | -     | -                       | 2     | 43                      |

#### Keterangan | Note:

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

Astra juga melakukan kegiatan rekrutmen melalui hubungan yang erat dengan kalangan akademisi. Astra secara aktif melibatkan diri dalam beberapa program universitas, seperti kegiatan pengembangan kurikulum dan peningkatan proses pembelajaran di kelas, pengembangan kompetensi mahasiswa, serta partisipasi manajemen Astra sebagai narasumber atau pembicara dengan komunitas kampus. Termasuk memberikan beasiswa untuk mahasiswa sekaligus dinobatkan sebagai Astra *Ambassador*, yaitu duta perusahaan yang tersebar di berbagai universitas nasional terkemuka.

Astra also conducts recruitment operations in collaboration with academics. Astra is actively involved in numerous university programs, including curriculum development and enhancing the in class learning process. Astra's Management also participates as resource persons, or lecturers, with the campus community. Astra also grants student scholarships and the scholarships recipients recognized as Astra Ambassador are spread among many prominent national universities.

Pada tahun 2022, Astra telah merekrut 26.251 karyawan dengan tingkat *turnover rate* 8,49%. Tingkat *turnover rate* mengalami penurunan dibandingkan dengan tahun sebelumnya.

In 2022, Astra has recruited 26,251 employees with a turnover rate of 8.49%. The turnover rate has decreased compared to the previous year.

### Jumlah Karyawan Baru Pada 2022 [GRI 401-1] Number of New Employees in 2022

| Jenis Kelamin   Gender | Jumlah Karyawan Baru   Number of New Employees |
|------------------------|------------------------------------------------|
| Wanita   Female        | 3,795                                          |
| Pria   Male            | 22,456                                         |
| Total                  | 26,251                                         |

#### Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

### Jumlah Karyawan Keluar Pada 2022 [GRI 401-1] Number of Employees Turnover in 2022

| Jenis Kelamin   Gender | Jumlah Karyawan Keluar   Number of Employees Turnover |
|------------------------|-------------------------------------------------------|
| Wanita   Female        | 1,603                                                 |
| Pria   Male            | 15,233                                                |
| Total                  | 16,836                                                |

#### Keterangan | Note:

Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
The data in the table above are consolidated data of the parent entity, subsidiaries, associates (270 companies and 198,203 employees).

## PELATIHAN DAN PENGEMBANGAN KOMPETENSI

Astra berkomitmen untuk mendorong setiap insan Astra dalam memaksimalkan potensi diri melalui beragam program pengembangan kompetensi kepemimpinan dengan terstruktur, komprehensif, dan berjenjang sejak tahap awal. Pada pelaksanaannya, berbagai program

## TRAINING AND COMPETENCE DEVELOPMENT

Astra is committed to encouraging every Astra employee to maximize their potential through a variety of structured, comprehensive and tiered leadership competency development programs from the early stages. In practice, various employee development programs implemented

pengembangan karyawan yang dijalankan Astra berfokus pada kompetensi dasar, manajerial, serta kepemimpinan dengan ragam sarana pengembangan yang bervariasi, mencakup pelatihan, *mentoring*, rotasi, pengembangan karier, pembinaan kepemimpinan, dan sesi umpan balik.

by Astra focus on basic, managerial and leadership competencies with a variety of development tools, including training, mentoring, rotation, career development, leadership coaching and feedback sessions.

**Rata-rata Jam Pelatihan Per Karyawan | Average Training Hours Per Employee [GRI 404-1][SEOJK F.22]**

| Keterangan                                                                    | 2022  |
|-------------------------------------------------------------------------------|-------|
| Rata-rata jam pelatihan per karyawan   Average hours of training per employee | 21.19 |

| Keterangan                                                                                                    | Kategori                  | 2022  |
|---------------------------------------------------------------------------------------------------------------|---------------------------|-------|
| Rata-rata jam pelatihan per karyawan berdasarkan gender   Average hours of training per employee by gender    | Wanita   Female           | 17.92 |
|                                                                                                               | Pria   Male               | 21.56 |
| Rata-rata jam pelatihan per karyawan berdasarkan jabatan   Average hours of training per employee by position | Manajer   Manager         | 46.80 |
|                                                                                                               | Non-manajer   Non-manager | 20.81 |

Keterangan | Note:  
 Data pada tabel di atas adalah data konsolidasi entitas induk, anak perusahaan, entitas asosiasi (270 perusahaan dan 198.203 karyawan)  
 The data in the table above are consolidated data of parent entity, subsidiaries, associates (270 companies and 198,203 employees)

Astra mendelegasikan berbagai pelatihan dan pengembangan potensi SDM kepada setiap unit usaha untuk 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.

Astra assigns different trainings and HR development to each business unit in order to establish employee competence improvement programs through training and education, mentoring, coaching, rotation, assignments, and feedback sessions based on the needs of each organization. Astra's headquarters plan and arrange leadership programs to foster equal competency, strengthen the network of other Astra individuals, and preserve Astra's corporate culture.

Program pengembangan kompetensi tersebut dikelola oleh Astra Management Development Institute (AMDI) yang mengembangkan dan menyediakan *Leadership Development Program* berdasarkan kebutuhan organisasi, nilai-nilai Catur Dharma, dan Astra Leadership Competencies (ALC). Pada tahun ini, Astra telah memperkuat *digital mindset* para pemimpin Astra melalui rangkaian program pengembangan yang diimplementasikan ke dalam 16 program (*Leadership Development Program* dan *Seasonal Program*).

The Astra Management Development Institute (AMDI) manages the competence development program, which designs and delivers a Leadership Development Program based on company needs, Catur Dharma principles, and Astra Leadership Competencies (ALC). This year, Astra has improved Astra leaders' digital mindsets through a variety of development programs executed across 16 programs (Leadership Development Program and Seasonal Program).

Selain itu, Astra juga menjalankan rangkaian program pengembangan kepemimpinan, untuk mempersiapkan pemimpin Astra di setiap jenjang kepemimpinan. Pada tahun ini, Astra telah menerapkan metode *talent calibration* untuk mengidentifikasi calon peserta AGMP, GMP, Astra General Management Extension Program (AGMEP), Management Development Program (MDP), dan *Executive Programs*.

In addition, Astra also runs several leadership development programs to prepare Astra leaders at every level. This year, Astra has implemented the talent calibration method which aims to determine the readiness of cadres. This method is given to participants in the Astra General Management Program (AGMP), Astra General Management Extension Program (AGMEP), Manufacturing Development Program (MDP) and Executive Program.

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

| Nama Program<br>Name of Program       | 2020      |                         | 2021      |                         | 2022      |                         |
|---------------------------------------|-----------|-------------------------|-----------|-------------------------|-----------|-------------------------|
|                                       | Batch     | Peserta<br>Participants | Batch     | Peserta<br>Participants | Batch     | Peserta<br>Participants |
| Astra Attachment Program              | 4         | 173                     | 5         | 163                     | 7         | 309                     |
| Astra Basic Management Program        | 10        | 341                     | 16        | 511                     | 17        | 559                     |
| Astra First-line Management Program   | 10        | 383                     | 14        | 464                     | 14        | 476                     |
| Astra Middle Management Program       | 7         | 210                     | 9         | 272                     | 9         | 261                     |
| Astra Senior Management Program       | 2         | 64                      | 4         | 107                     | 4         | 128                     |
| Astra General Management Program      | 1         | 30                      | 1         | 40                      | 2         | 46                      |
| Astra Advance Executive Program       | -         | -                       | 1         | 2                       | 1         | 15                      |
| Man Management Astra (MMA)            | 4         | 106                     | 9         | 216                     | 7         | 162                     |
| Human Capital For Line Manager (HCLM) | 5         | 115                     | 4         | 126                     | 2         | 58                      |
| <b>TOTAL</b>                          | <b>43</b> | <b>1,422</b>            | <b>63</b> | <b>1,901</b>            | <b>63</b> | <b>2,014</b>            |

Keterangan | Note:

Data pada tabel di atas merupakan program dari PT Astra International Tbk Head Office

The data in the table above is a program from PT Astra International Tbk Head Office

Astra memahami perbedaan antara spesialis dan generalis, telah merancang *dual career ladder* sehingga kedua tipe karyawan akan menerima hak yang setara, di mana para spesialis (*expert*) akan dikelola oleh *Expert Committee* di bawah naungan program *Expert Track Management*. Astra juga mendirikan Lembaga Sertifikasi Profesi (LSP) Astra untuk mendukung pengembangan kompetensi. Lembaga ini mencakup ruang lingkup *human capital, environment, health & safety, social responsibility, communication, dan security*.

Astra recognizes the distinction between specialists and generalists and has created a dual career ladder to ensure that both categories of employees have equal rights, with specialists (experts) handled by an Expert Committee under the Expert Track Management program. Astra also founded the Astra Professional Certification Institute to aid in the development of competencies. This institution is concerned with human capital, the environment, health and safety, and social responsibility, security and communication.

Selain beberapa program pelatihan di atas, Astra juga memiliki program Integrated Talent Development (ITD) yang menjalankan beberapa fokus sebagai berikut:

In addition to the several training programs above, Astra also has an Integrated Talent Development (ITD) program which carries out several focuses as follows:

**Jumlah Peserta Integrated Talent Development Program (ITD) [SEOJK F.22] [GRI 404-2]**  
**Number of Integrated Talent Development Program (ITD) participants**

| Nama Program<br>Name of Program                            | 2020  |                         | 2021  |                         | 2022  |                         |
|------------------------------------------------------------|-------|-------------------------|-------|-------------------------|-------|-------------------------|
|                                                            | Batch | Peserta<br>Participants | Batch | Peserta<br>Participants | Batch | Peserta<br>Participants |
| Modular Program                                            | 4     | 165                     | 9     | 208                     | 7     | 166                     |
| Digital Self Learning                                      | 1     | 68                      | 1     | 45                      | 2     | 45                      |
| Leadership Learning Community                              | 3     | 231                     | 3     | 264                     | 3     | 248                     |
| Executive Coaching (Astra Leadership Performance Coaching) | -     | 11                      | -     | 14                      | -     | 14                      |

Keterangan | Note:

Data pada tabel di atas merupakan program dari PT Astra International Tbk Head Office

The data in the table above is a program of PT Astra International Tbk Head Office

Astra secara berkala juga melakukan penilaian kinerja sebagai salah satu bentuk upaya untuk meningkatkan performa kualitas kerja SDM yang dimiliki. Penilaian kinerja tersebut dilakukan berdasarkan capaian *Individual Performance Plan (IPP)* setiap karyawan.

Astra also periodically conducts performance appraisals as a form of effort to improve the quality performance of its human resources. The performance assessment is carried out based on the achievement of the Individual Performance Plan (IPP) of each employee.

Penilaian kinerja juga berguna sebagai evaluasi bagi karyawan untuk melakukan perbaikan kinerja serta bahan bagi Perseroan merancang berbagai program pengembangan karyawan. Pada pelaksanaannya, penilaian kinerja dilakukan setiap tahun kepada setiap karyawan dalam seluruh level jabatan tanpa membedakan gender. [GRI 404-3]

The results of performance appraisals are used as an evaluation for employees to improve performance, as well as for the Company to design employee development programs. In implementation, performance appraisals are conducted annually to every employee at all levels without discriminating gender. [GRI 404-3]

5 GENDER EQUALITY

### Women Leaders Program

Women Leaders Program

Sepanjang tahun 2022, telah terlaksana inisiatif keberagaman dan inklusi yang sejalan dengan Astra 2030 Sustainability Aspirations yang mencakup:

Throughout 2022, Astra has implemented diversity and inclusion initiatives, in line with Astra 2030 Sustainability Aspirations, which include:

|                     |                                        |                             |                                        |                          |
|---------------------|----------------------------------------|-----------------------------|----------------------------------------|--------------------------|
| <b>28</b>           | <b>37</b>                              | <b>20</b>                   | <b>2</b>                               | <b>2</b>                 |
| Branding Activities | Session Women Leader Mentoring Program | Batch Diversity for Leaders | Batch Women Leader Development Program | Women Leader Communities |

**HUBUNGAN INDUSTRIAL**

Astra berupaya menciptakan hubungan yang harmonis dan menghasilkan berbagai manfaat bagi seluruh pihak yang bekerja di lingkup operasional Grup Astra. Pada penerapannya, Astra membuka pintu komunikasi kepada seluruh karyawan sebagai bagian dari penerapan prinsip menghargai individu dan membina kerja sama. Seluruh karyawan dapat menyampaikan berbagai aspirasi dan pendapat kepada perusahaan melalui mekanisme komunikasi serta aturan yang telah disediakan. Astra juga memberikan kebebasan bagi karyawan untuk berserikat, berkumpul, serta mengutarakan pendapat sesuai koridor hukum dan peraturan yang berlaku.

Hubungan kerja sama antara perusahaan dan karyawan tersebut tertuang dalam Peraturan Perusahaan (PP) dan Perjanjian Kerja Bersama (PKB), di mana karyawan Grup Astra telah mendapatkan seluruh informasi mengenai kondisi kerja, syarat kerja, cakupan perjanjian, hingga peraturan yang berlaku. [GRI 2-30]

Pada tahun 2022, Grup Astra tercatat memiliki sebanyak 107 serikat pekerja dalam berbagai bentuk dan afiliasinya, yang seluruhnya terbentuk untuk mewakili kepentingan

**INDUSTRIAL RELATIONS**

Astra strives to foster harmonious relationships and generate diverse benefits for all parties in the Astra Group operational environment. In its implementation, Astra opens the door of communication to all employees as part of the implementation of the principle of respecting individuals and fostering cooperation. All employees can convey various aspirations and opinions to the company through communication mechanisms and rules that have been provided. Astra also provides freedom for employees to associate, assemble, and express their opinions in accordance with the corridors of applicable laws and regulations.

The cooperative relationship between the Company and employees is stipulated in the Company Regulation (PP) and Collective Labor Agreement (PKB) where Astra Group employees have received all information regarding employment terms, work requirements, the scope of the agreement, and applicable regulations. [GRI 2-30]

In 2022, Astra Group recorded 107 labor unions in various forms and affiliations, all of which were formed to represent the interests of employees. In addition, there is

karyawan. Selain itu, terdapat pula Lembaga Kerja Sama Bipartit yang menjadi wadah komunikasi dan konsultasi mengenai hal-hal yang berkaitan dengan hubungan industrial dan ketenagakerjaan. Pada tahun ini, Astra juga telah menerapkan praktik hubungan industrial yang sejalan dengan Undang-undang No.11 tahun 2020 tentang Cipta Kerja di beberapa Perusahaan Grup Astra.

Terkait upah minimum, Astra mematuhi ketentuan serta undang-undang yang diberlakukan oleh regulator dan lembaga terkait. Dalam memberikan besaran upah karyawan, Astra memberikan imbalan jasa sesuai regulasi Upah Minimum Regional (UMR) yang berlaku di setiap wilayah operasional Grup Astra. [SEOJK F.20][GRI 202-1]

### KESEJAHTERAAN DAN BENEFIT KARYAWAN

Astra berkomitmen untuk terus berupaya meningkatkan kesejahteraan karyawan dalam berbagai aspek ketenagakerjaan. Astra menetapkan remunerasi berdasarkan 3P, yaitu *Pay for Position*, *Pay for Person*, dan *Pay for Performance*. Selain gaji bulanan, Astra juga memberikan pendapatan variabel lainnya, seperti bonus, insentif, asuransi kesehatan pihak ketiga, BPJS Kesehatan, BPJS Ketenagakerjaan, dan manfaat lainnya yang menunjang kinerja. Karyawan tetap berhak untuk mengajukan MOP (Motor Ownership Program) dan COP (Car Ownership Program) apabila sudah memenuhi persyaratan yang ditentukan oleh Perusahaan. Selain itu, apabila Karyawan tetap telah mencapai masa kerja 5 tahun dan kelipatannya, yang bersangkutan berhak atas istirahat panjang selama 1 (satu) bulan kerja. [GRI 401-2]

Dalam penentuan remunerasi, setiap karyawan memiliki hak yang sama dan tidak ada pertimbangan perbedaan atas latar belakang, seperti gender, ras, agama, suku, dan kondisi fisik tertentu. Kebijakan remunerasi Astra sendiri dilakukan dengan mempertimbangkan *internal fairness* dan *external competitiveness* yang selalu ditelaah setiap tahun. [GRI 2-19] [GRI 2-20] [GRI 405-2]

Lebih lanjut untuk memastikan kesejahteraan karyawan Astra secara berkelanjutan, utamanya mereka yang akan memasuki masa pensiun, Astra mengelola dana pensiun dari seluruh karyawan Grup Astra yang sampai saat ini besaran iuran dana pensiun bulanan adalah sebesar 3,25% dari gaji kotor karyawan. [GRI 201-3]

### WORK-LIFE BALANCE

Astra memahami bahwa mencapai *work-life balance* sangat penting untuk kesejahteraan dan produktivitas karyawan. Perseroan percaya bahwa kehidupan yang seimbang berkontribusi pada lingkungan kerja yang lebih sehat dan bahagia, yang pada akhirnya akan membawa manfaat positif bagi karyawan dan perusahaan. Astra mendorong seluruh karyawan untuk terlibat dalam aktivitas yang

also a Bipartite Cooperation Institution which functions as a forum for communication and consultation on matters relating to industrial and labor relations. This year, Astra has also implemented industrial relations practices in line with Law No.11 of 2020 concerning Job Creation in several Astra Group.

Regarding minimum wage, Astra complies with the provisions and laws enacted by regulators and related institutions. When providing employee wages, Astra provides services in accordance with the Regional Minimum Wage (UMR) regulations that apply in each operational area of the Astra Group. [SEOJK F.20][GRI 202-1]

### EMPLOYEE WELFARE AND BENEFITS

Astra is committed to continuously improve employee welfare in various aspects of employment. Astra determines remuneration based on 3Ps, namely Pay for Position, Pay for Person, and Pay for Performance. Besides monthly salary, Astra also provides other variable incomes such as bonuses, incentives, third-party health insurance, BPJS Kesehatan, BPJS Ketenagakerjaan, and other benefits that support performance. Permanent Employees are entitled to apply for MOP (Motor Ownership Program) and COP (Car Ownership Program) if they have met the requirements set by the Company. In addition, Permanent employees who have reached 5 years of service and its multiples, are entitled to a sabbatical leave for 1 (one) month. [GRI 401-2]

In determining remuneration, every employee has the same rights, regardless of gender, race, religion, ethnicity or physical condition. Astra's own remuneration policy is carried out by taking into account the internal fairness and external competitiveness which are always reviewed on a yearly basis. [GRI 2-19] [GRI 2-20] [GRI 405-2]

Furthermore, to ensure the sustainable welfare of Astra's employees, especially those who will retire, Astra manages the pension funds of all Astra Group employees, which now amounts to 3.25% monthly of the employee's gross salary. [GRI 201-3]

### WORK-LIFE BALANCE

Astra understands that achieving work-life balance is crucial for our employees' well-being and productivity. The Company believes that a balanced life contributes to a healthier and happier work environment, which ultimately benefits both our employees and the Company. Astra encourages our employees to engage in activities that bring them joy outside of work, as Astra believes that by

memberi mereka kebahagiaan di luar pekerjaan karena Astra percaya bahwa dengan menciptakan budaya kerja yang menghargai *work-life balance*, dapat membantu karyawan mencapai tujuan profesional mereka sekaligus menjaga keseimbangan yang sehat dalam kehidupan pribadi mereka.

Dalam meningkatkan kinerja dan memberikan rasa nyaman bagi karyawan, Astra mengimplementasikan konsep *work-life balance* yang mengedepankan kesehatan fisik dan mental. Hal tersebut juga dilakukan untuk mendorong karyawan agar semakin produktif sehingga mampu menjalankan aktivitas bisnis perusahaan secara berkelanjutan. [SEOJK F.21]

Berbagai program telah dijalankan Astra sebagai wujud dari penerapan konsep *work-life balance*, seperti *Astra Virtual Challenges*, *Family Day*, serta berbagai fasilitas dan sarana hiburan, seperti pusat kebugaran, perpustakaan, *sport hall*, dan lainnya.

creating a work culture that values work-life balance, can help our employees achieve their professional goals while also maintaining a healthy balance in their personal lives.

To improve performance and provide a sense of comfort for employees, Astra implements a work-life balance concept that prioritizes physical and mental health. This is also done to encourage employees to be more productive so that they are able to carry out the company's business activities in a sustainable manner. [SEOJK F.21]

As an embodiment of the work-life balance concept, Astra run various programs, such as Astra Virtual Play Day, Family Day, and provide various facilities and entertainment facilities, such as fitness centers, libraries, sports halls, and others.



### Men Sana In Corpore Sano Sehat Badannya, Sehat Mentalnya

Mensana in Corpore Sano : A Sound Mind in A Sound Body



Astra mengadakan “Mental Wellness Month” sepanjang bulan Oktober 2022 untuk meningkatkan kesadaran karyawan akan kesehatan mental mereka. Program yang diadakan adalah kampanye sosial media dengan tema “*Eat Well, Move More, and Sleep Better*”, di mana karyawan dapat membagikan kegiatan untuk meningkatkan kesehatan mental mereka. Program yang dijalankan di antaranya adalah mengenakan baju hijau pada tanggal 10 Oktober 2022 untuk memperingati Hari Kesehatan Mental Dunia, membagikan jus buah sehat pada seluruh karyawan, cek kesehatan mental secara daring, dan juga berbagai *webinar* dengan tema kesehatan mental. Kegiatan ini diikuti oleh total 2.713 karyawan.

Throughout October 2022, Astra held “Mental Wellness Month” to increase employee awareness of mental health, through social media campaigns with the theme “*Eat Well, Move More, and Sleep Better*”. In this campaign employees can share activities to improve their mental health. The programs implemented include wearing a green shirt on October 10, 2022 to commemorate World Mental Health Day, distributing healthy fruit juices to all employees, online mental health checks, and also various webinars with the theme of mental health. This activity was attended by a total of 2,713 employees.

### PROGRAM PERSIAPAN MASA PENSIUN

Astra menghargai loyalitas dan kinerja para karyawan yang telah memberikan jasa dan masa bakti bagi perusahaan. Untuk itu, Astra menyiapkan bekal bagi para karyawan agar mampu menghadapi masa pensiun dengan penuh persiapan.

Astra mengikutsertakan seluruh karyawan 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. [\[GRI 201-3\]](#) [\[GRI 404-2\]](#)

DPA memiliki dua program utama untuk menunjang kesejahteraan karyawan dalam menyongsong masa purna bakti, yaitu:

1. Dana Pensiun Astra 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 diberikan kepada karyawan untuk menghadapi masa pensiun dengan penuh persiapan. Program ini 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.

Adapun program DPA dilakukan pada tiga tahap dalam periode dua tahun sebelum pensiun. Program diawali dengan *conditioning* dan *visioning* yang dilanjutkan dengan program pengembangan kemampuan kewirausahaan dan keahlian ketika memasuki satu tahun sebelum pensiun. Kemudian pada tahap terakhir, yakni pada enam bulan sebelum pensiun, karyawan dapat meninggalkan pekerjaannya untuk melakukan persiapan setelah pensiun.

### MENCIPTAKAN LINGKUNGAN KERJA YANG AMAN DAN SEHAT

Dalam melakukan pengelolaan Sumber Daya Manusia (SDM), Astra juga berupaya untuk menciptakan lingkungan kerja ideal yang mendukung terciptanya rasa aman serta nyaman bagi para karyawan. Untuk itu, Astra berkomitmen untuk menjalankan aspek Keselamatan dan Kesehatan Kerja (K3) sebagai bagian dari upaya menciptakan kegiatan bisnis yang berkelanjutan. [\[SEOJK F.21\]](#)

### RETIREMENT PREPARATION PROGRAM

Astra values the loyalty and performance of employees who have contributed towards years of employment and services. Through this program, Astra develops and prepares employees ahead of their retirement.

Astra enrolls all employees in the Astra Pension Fund Program (DPA) and the government-run BPJS Employment program. DPA provides 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. [\[GRI 201-3\]](#) [\[GRI 404-2\]](#)

DPA has two primary initiatives to help employees prepare for retirement, namely:

1. Astra Pension Fund independently manages employee's pension funds, as an additional benefit that complements the government's old-age and pension insurance programs. Monthly contributions are paid jointly by employees and the company based on a predetermined percentage.
2. Astra Retirement Preparation Program is designed for employees to face retirement with full preparation. This program provides life skills through financial and psychological guidance and training in order to be able to design preparations according to their needs, interests, and plans for life after 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.

During the two-year period preceding retirement, the DPA program is implemented in three parts. Conditioning and visioning are the first steps in the program, followed by a program to improve entrepreneurial abilities and skills when entering one year before retirement. In the last stage, six months before retirement, individuals can leave their occupations to prepare for retirement.

### CREATING A SAFE AND HEALTHY WORK ENVIRONMENT

When managing Human Resources (HR), Astra strives to create an ideal work environment that supports the creation of a sense of security and comfort for employees. For this reason, Astra is committed to promoting Occupational Health and Safety (OHS) as part of its efforts to create sustainable business activities. [\[SEOJK F.21\]](#)

Pelaksanaan K3 yang dijalankan Astra meliputi keselamatan dan kesehatan karyawan, pelanggan, pemasok, dan pemangku kepentingan lainnya. Astra sendiri menerapkan aspek K3 dengan mengacu pada Undang-Undang No. 1 Tahun 1970 tentang Keselamatan Kerja yang mengatur tentang kewajiban pimpinan tempat kerja dan pekerja dalam melaksanakan keselamatan kerja, Undang-Undang No. 23 tahun 1992 tentang Kesehatan Pekerja, Permenaker No. 5 Tahun 2021 tentang Tata Cara Penyelenggaraan Program Jaminan Kecelakaan Kerja, Jaminan Kematian, dan Jaminan Hari Tua, Peraturan Pemerintah No. 50 Tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), dan Peraturan Menteri Energi dan Sumber Daya Mineral No. 26 Tahun 2018 tentang Sistem Manajemen Keselamatan Pertambangan (SMKP). [SEOJK F.21]

Dalam pelaksanaan K3, Astra menerapkan standar internasional, yaitu Sistem Manajemen K3 dari Pemerintah dan ISO 45001 yang tersertifikasi. Khusus mitra kerja, Grup Astra menerapkan Sistem Manajemen K3 Kontraktor yang terintegrasi di dalam Astra Green Company. Sistem ini bertujuan untuk meningkatkan kinerja Keselamatan, dan Kesehatan Kerja (K3) yang berlaku untuk kontraktor maupun subkontraktor.

Pengelolaan K3 di lingkungan kerja Astra bertujuan untuk mencapai *zero fatality* tenaga kerja dan pengurangan 60% tingkat *lost-time injury* Grup Astra, seperti yang telah tercantum dalam salah satu aspirasi di Astra 2030 Sustainability Aspirations. [GRI 403-1]

Grup Astra menerapkan K3 melalui pedoman K3, *safety talk* rutin, pelatihan K3, serta Behavior Based Safety (BBS) yang menekankan pada pencatatan, analisis, dan antisipasi, serta perubahan perilaku. Dengan penerapan Behavior Based Safety (BBS), semua karyawan di Grup Astra termasuk mitra kerja yang berada di bawah pengawasan dan operasional Grup Astra telah terlibat dalam upaya pencegahan *at-risk behavior* sehingga mencegah terjadinya kecelakaan.

Secara berkala manajemen Grup Astra juga melakukan penilaian risiko dengan tujuan untuk menyesuaikan dan melakukan penilaian dampak kesehatan dan keselamatan di tengah kondisi dan lingkungan kerja yang ada. Terkait pandemi yang berlangsung sejak 2020, Astra telah menerapkan berbagai protokol kesehatan dan kebijakan sebagai upaya untuk mendorong tercapainya pemulihan.

Astra's OHS implementation addresses safety and health issues for employees, customers, suppliers and other stakeholders. Astra implements OHS policies with reference to Law No. 1 of 1970 concerning Work Safety, which regulates the obligations of workplace leaders and workers in carrying out work safety, Law No. 23 of 1992 concerning Worker Health, Minister of Manpower Regulation No. 5 of 2021 concerning Procedures for Implementing Work Accident, Death, and Old Age Security Programs, Government Regulation No. 50 of 2012 concerning the Occupational Health and Safety Management System, and Minister of Energy and Mineral Resources Regulation No. 26 of 2018 about the Mining Safety Management System. [SEOJK F.21]

Astra applies international standards for OHS implementation, namely the OHS Management System from the Government and ISO 45001 certification. Specifically for work partners, the Astra Group implements a Contractor OHS Management System that is integrated within the Astra Green Company, which aims to improve Occupational Safety and Health (OHS) performance, applicable to both contractors and subcontractors.

Astra's OHS management aims to achieve zero worker fatality and a 60% reduction in lost-time injury rates. Which is stated in Astra 2030 Sustainability Aspirations. [GRI 403-1]

Astra Group implements OHS through OHS guidelines, routine safety talks, OHS training, and Behavior Based Safety (BBS) which emphasizes recording, analysis, anticipation, and behavior change. With the implementation of Behavior Based Safety (BBS), all employees in Astra Group including business partners under the supervision and operation of Astra Group have been involved in efforts to prevent risky behaviour and avoid accidents.

Periodically, Astra Group management also conducts risk assessments with the aim of adjusting and assessing health and safety impacts within existing working conditions and environment. Regarding the pandemic that has been going on since 2020, Astra has implemented various health protocols and policies as an effort to encourage recovery.

## KINERJA KESEHATAN DAN KESELAMATAN KERJA (K3) ASTRA

Astra terus berupaya memastikan pengelolaan K3 dijalankan secara efektif sesuai dengan standar yang berlaku. Penyesuaian juga dilakukan dari sisi strategi maupun kebijakan operasional sebagai bagian dari upaya menurunkan angka kecelakaan dalam rangka menjaga keselamatan dan kesehatan di tempat kerja.

## ASTRA'S OCCUPATIONAL HEALTH AND SAFETY (OHS) PERFORMANCE

Astra continues to ensure that OHS management is carried out effectively in accordance with the reference standards. Adjustments were also made in terms of strategy and operational policies in an effort to reduce the number of accidents, as well as maintain safety and health in the workplace.

### Statistik Kinerja K3 Karyawan [GRI 403-9] Statistics on OHS Performance Employees

| Kategori   Category                         | 2020        | 2021        | 2022        |
|---------------------------------------------|-------------|-------------|-------------|
| Manhours                                    | 302,334,391 | 258,730,086 | 284,272,699 |
| Number of Fatality                          | 7           | 2           | 2           |
| Fatality Rate                               | 0.023       | 0.008       | 0.007       |
| Number of High-consequence (excl. fatality) | 6           | 3           | 6           |
| High Consequence Rate                       | 0.019       | 0.012       | 0.021       |
| Number of Recordable Work-related injuries  | 1,277       | 654         | 270         |
| Recordable rate                             | 4.224       | 2.528       | 0.950       |
| Lost Time Injury                            | 432         | 145         | 62          |
| Lost Time Injury Frequency Rate (LTIFR)     | 1.429       | 0.560       | 0.218       |

#### Keterangan | Note:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Lost Time Injury Rate (LTIR) dihitung menggunakan denominator 1.000.000 sesuai dengan American National Standards Institute (ANSI)  
Lost Time Injury Rate (LTIR) is calculated using a denominator of 1,000,000 in accordance with the American National Standards Institute (ANSI)
- Data jumlah kecelakaan fatalitas di tempat kerja, *high consequence work-related injury rate*, *recordable work-related injury rate*, dan *lost-time injury frequency rate* pada karyawan mengacu pada Kriteria Pengumpulan dan Perhitungan Data yang terdapat pada halaman 201-202  
The number of fatalities in workplace, high consequence work-related injury rate, recordable work-related injury rate, and lost-time injury frequency rate for employee data are prepared using the Data Collection and Calculation Criteria on page 201-202

### Statistik Kinerja K3 Kontraktor [GRI 403-9] OHS Performance Statistics Contractor

| Kategori   Category                         | 2021        | 2022        |
|---------------------------------------------|-------------|-------------|
| Manhours                                    | 110,237,296 | 138,994,104 |
| Number of Fatality                          | 3           | 6           |
| Fatality Rate                               | 0.027       | 0.043       |
| Number of High-consequence (excl. fatality) | 1           | 0           |
| High Consequence Rate                       | 0.009       | 0           |
| Number of Recordable Work-related injuries  | 65          | 59          |
| Recordable rate                             | 0.590       | 0.424       |
| Lost Time Injury                            | 13          | 17          |
| Lost Time Injury Frequency Rate (LTIFR)     | 0.118       | 0.122       |

#### Keterangan | Note:

- Data pada tabel di atas adalah data konsolidasi entitas induk dan anak perusahaan (189 perusahaan)  
The data in the table above are consolidated data of parent entity and subsidiaries (189 companies)
- Lost Time Injury Rate (LTIR) dihitung menggunakan denominator 1.000.000 sesuai dengan American National Standards Institute (ANSI)  
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The number of fatalities in workplace, high consequence work-related injury rate, recordable work-related injury rate, and lost-time injury frequency rate for employee data are prepared using the Data Collection and Calculation Criteria on page 201-202

### Identifikasi Bahaya dan Risiko Pekerjaan

Pada beberapa aktivitas bisnis dan kegiatan usaha Grup Astra memiliki risiko insiden K3 yang tinggi dan jenis pekerjaan yang memiliki dampak fatal bagi kesehatan dan keselamatan kerja karyawan. Meski demikian, Astra telah menerbitkan panduan yang menjadi acuan bagi seluruh karyawan dalam menghadapi berbagai keadaan darurat di area atau lingkungan operasional Perseroan. Panduan tersebut disusun secara umum berdasarkan lini bisnis yang dijalankan oleh anak perusahaan dan didistribusikan kepada seluruh Perusahaan Grup Astra. [GRI 403-2] [GRI 403-10]

### Identification of Occupational Hazards and Risks

Some business activities and operations in the Astra Group have a high risk of OHS incidents, and some types of work in the Group is potentially life-threatening to employee's health and safety. For this reason, Astra publishes guidelines for all employees in handling various emergency situations in the work area or operational environment of the Company. The guidelines are organized in broad terms based on the lines of business run by the subsidiaries and distributed to all Astra Group companies. [GRI 403-2] [GRI 403-10]

### Pencegahan dan Mitigasi K3 di Lingkungan Operasional [GRI 403-7] Prevention and Mitigation of OHS in the Operational Environment

| Lini Bisnis<br>Business Line                                                                          | Mitigasi K3<br>OHS Mitigation                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Otomotif   Automotive                                                                                 | Optimalisasi upaya pengelolaan dan pencegahan kecelakaan kerja ( <i>Contractor Safety Management System/CSMS</i> ) secara Digital melalui sistem yang terintegrasi.<br>Optimization of efforts to manage and prevent occupational accidents ( <i>Contractor Safety Management System/CSMS</i> ) digitally through an integrated system.                                                                                                                                                               |
| Jasa Keuangan   Financial Services                                                                    | Kampanye <i>safety riding</i> dalam menurunkan risiko kecelakaan selama berkendara.<br>Safety riding campaign to minimise accident risk while driving.                                                                                                                                                                                                                                                                                                                                                |
| Alat Berat, Pertambangan, Konstruksi, dan Energi<br>Heavy Equipment, Mining, Construction, and Energy | Meningkatnya kinerja manajemen keselamatan dan <i>behaviour based safety</i> dengan mengembangkan <i>e-Patrol Integrated System</i> .<br>Improvement of safety management and behavior based safety by developing e-Patrol Integrated System.                                                                                                                                                                                                                                                         |
| Agribisnis   Agribusiness                                                                             | Program <i>Ready to Work</i> yang berfokus pada pengendalian <i>unsafe action</i> di daerah operasional yang didukung dengan adanya pelaporan <i>At Risk Behaviour</i> (Perilaku Berisiko) dan <i>Nearmiss</i> (Kejadian Hampir Celaka).<br>Ready to Work program that focuses on eliminating unsafe actions in operational areas supported by At Risk Behaviour and Nearmiss reporting.                                                                                                              |
| Infrastruktur & Logistik   Infrastructure & Logistics                                                 | Standarisasi program <i>Behaviour Based Safety</i> (BBS) dan <i>Safety Culture Maturity Level</i> (SCML), serta program pengembangan <i>level safety leadership</i> bagi para leader di seluruh fungsi guna mengendalikan resiko yang terjadi di area kerja.<br>Standardization of Behaviour Based Safety (BBS) and Safety Culture Maturity Level (SCML) programs, as well as safety leadership level development programs for leaders in all functions to control risks that occur in the work area. |
| Teknologi Informasi   Information Technology                                                          | Edukasi dan Sosialisasi <i>Safe and Responsible Driving</i> dan <i>Behaviour Based Safety</i> melalui Educampaign, serta melakukan <i>High Risk Assessment</i> di area kerja.<br>Education and Socialization of <i>Safe and Responsible Driving</i> and <i>Behaviour Based Safety</i> through Educampaign, as well as conducting <i>High Risk Assessment</i> in the work area.                                                                                                                        |
| Properti   Property                                                                                   | Optimalisasi peningkatan waktu panggilan Tim Tanggap Darurat.<br>Optimization of call time improvement for Emergency Response Team.                                                                                                                                                                                                                                                                                                                                                                   |

Keterangan | Note:  
Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan)  
The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies)

### Layanan Kesehatan Bagi Karyawan

Sebagai bagian dari upaya Perseroan untuk menghadirkan kenyamanan kerja bagi SDM yang dimiliki, Astra menyediakan fasilitas olahraga dan layanan kesehatan seperti klinik dan lain sebagainya. Fasilitas-fasilitas tersebut dapat dimanfaatkan oleh karyawan untuk menjaga dan meningkatkan kesehatan diri. [GRI 403-3] [GRI 403-6]

### Health Services for Employees

As part of the Company's efforts to create a convenient working environment for its employees, Astra has made available sports facilities and health services, such as clinics and more. These facilities are available for employees to use in order to maintain or improve their health. [GRI 403-3] [GRI 403-6]

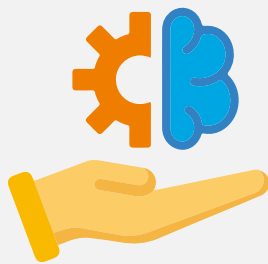
**Pelatihan Bidang Kesehatan dan Keselamatan Kerja**

Pada tahun 2022, pelatihan K3 mencapai 92.847 *training hours* untuk seluruh Insan Grup Astra dengan total jumlah peserta mencapai 42.522 karyawan dari berbagai level jabatan mulai dari operator hingga eksekutif. [GRI 403-4]

**Occupational Health and Safety Training**

In 2022, the Occupational Health and Safety training has reached 92,847 training hours for all Astra Group personnel with a total of 42,522 employees from various levels of positions ranging from operators to executives. [GRI 403-4]

**Jumlah Jam Pelatihan Topik Terkait Kesehatan dan Keselamatan Kerja [GRI 403-5]**  
**Number of Hours of Training on Occupational Health and Safety-Related Topics**



**92,847** Jam | Hours

**Pelatihan Topik Terkait Kesehatan dan Keselamatan Kerja**  
**Training on Occupational Health and Safety-Related Topics**

Keterangan | Note:

Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan dan 198.203 karyawan)

The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies and 198,203 employees)

**Jumlah Karyawan yang Ikut Pelatihan Terkait Program K3 [GRI 403-5] [GRI 403-8]**  
**Number of Employees Participating in Training Related to OHS Program**

| Kategori<br>Category | Jumlah Karyawan<br>Number of Employees |
|----------------------|----------------------------------------|
| Operator             | 27,660                                 |
| Staff                | 14,328                                 |
| Manajer   Manager    | 534                                    |
| <b>Total</b>         | <b>42,522</b>                          |

Keterangan | Note:

Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan dan 198.203 karyawan)

The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies and 198,203 employees)

**Daftar Sertifikasi K3 yang Dimiliki Grup Astra per akhir 2022 [GRI 403-1]**  
**List of OHS Certifications Held by Astra Group as of the end of 2022**

| Lini Bisnis   Business Line                                                                           | ISO 45001 | SMK3      |
|-------------------------------------------------------------------------------------------------------|-----------|-----------|
| Otomotif   Automotive                                                                                 | 39        | 15        |
| Jasa Keuangan   Financial Services                                                                    | 0         | 0         |
| Alat Berat, Pertambangan, Konstruksi, dan Energi<br>Heavy Equipment, Mining, Construction, and Energy | 13        | 9         |
| Infrastruktur & Logistik   Infrastructure & Logistic                                                  | 3         | 3         |
| Teknologi Informasi   Information Technology                                                          | 2         | 0         |
| Properti   Property                                                                                   | 1         | 0         |
| <b>Total</b>                                                                                          | <b>58</b> | <b>27</b> |

Keterangan | Note:

Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan dan 198.203 karyawan)

The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies and 198,203 employees)

**Jumlah Penghargaan Bidang K3 yang Diterima Grup Astra Sepanjang 2022 [GRI 403-1]**  
**Number of OHS Awards Received by Astra Group Throughout 2022**

| Lini Bisnis   Business Line                                                                           | Jumlah Penghargaan K3<br>Total OHS Awards |
|-------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Otomotif   Automotive                                                                                 | 27                                        |
| Jasa Keuangan   Financial Services                                                                    | 0                                         |
| Alat Berat, Pertambangan, Konstruksi, dan Energi<br>Heavy Equipment, Mining, Construction, and Energy | 91                                        |
| Agribisnis   Agribusiness                                                                             | 17                                        |
| Infrastruktur & Logistik   Infrastructure & Logistic                                                  | 24                                        |
| Teknologi Informasi   Information Technology                                                          | 0                                         |
| Properti   Property                                                                                   | 3                                         |
| <b>Total</b>                                                                                          | <b>131</b>                                |

**Keterangan | Note:**  
 Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan dan 198.203 karyawan)  
 The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies and 198,203 employees)

**Pelatihan Bidang K3 untuk Kontraktor**

Sepanjang tahun 2022 terdapat lebih dari 49.653 *training hours* pelatihan K3 untuk para kontraktor di seluruh Grup Astra. Pelatihan bidang K3 untuk kontraktor dilakukan untuk memastikan sistem kerja untuk kontraktor atau subkontraktor sesuai dengan standar Lingkungan dan Kesehatan dan Keselamatan Kerja (LK3). Topik pelatihan LK3 yang diselenggarakan beragam di mana disesuaikan dengan kebutuhan masing-masing lini bisnis Grup Astra sesuai dengan aktivitas operasional, beberapa contoh topik pelatihan K3, antara lain:

- *Food Hygiene*
- Sosialisasi LK3 dan Contractor Safety Management System (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**

Throughout 2022, there were more than 49,653 training hours OHS training for contractors across Astra Group. OHS training for contractors is conducted to ensure that work procedures for contractors or subcontractors are in accordance with OHS standards. The OHS training topics organized by the Company vary according to the needs of the operational activities of each Astra Group business line. Some examples of OHS training topics include:

- Food Hygiene
- Socialization of OHS, Contractor Safety Management System (CSMS) and related regulations
- Fatigue Management
- First Aid
- Fire Safety Management
- Defensive Driving
- Emergency Response Plan
- Safety for Genset
- Safety for Scaffolding

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# Public Contribution Roadmap



Selama 65 tahun perjalanan, Astra senantiasa berkomitmen untuk memberikan kontribusi terbaik bagi masyarakat demi mendorong terciptanya perkembangan dan kemajuan bangsa yang sejalan dengan cita-cita Astra untuk sejahtera bersama bangsa.

Over the past 65 years, Astra is committed to always making the best contributions for the community in order to encourage the development and advancement of the nation in line with Astra's dream to prosper with the nation.

Melalui strategi Public Contribution Roadmap, Astra berupaya mewujudkan prinsip-prinsip Catur Dharma dalam melakukan berbagai aktivitas bisnis dan operasional. Pada tahun 2022, Public Contribution Roadmap diperkuat dengan diluncurkannya Astra 2030 Sustainability Aspirations. Strategi Public Contribution Roadmap memiliki komitmen untuk memberdayakan dan mendukung masyarakat demi masa depan yang lebih baik untuk semua. [GRI 3-3]



Through the Public Contribution Roadmap strategy, Astra seeks to actualize the principles of Catur Dharma when conducting various business and operational activities. In 2022, the Public Contribution Roadmap was strengthened with the launch of Astra 2030 Sustainability Aspirations. The Public Contribution Roadmap strategy is committed to empowering and supporting communities for a better future for all. [GRI 3-3]

**Aspirasi | Aspiration**

**Target 2030**  
**2030 Target**

Menjangkau **2,5** juta penerima manfaat melalui program pengembangan masyarakat.

Reach 2.5 million beneficiaries through our community development programs



Dalam setiap bentuk aktivitas perusahaan, Astra juga memberikan perhatian penuh kepada masyarakat sebagai salah satu pemangku kepentingan perusahaan. Sebagai perusahaan yang bergerak dalam tujuh lini bisnis utama, Astra melakukan identifikasi dampak dan kemungkinan yang bisa ditimbulkan dari aktivitas perusahaan kepada masyarakat baik secara positif maupun negatif. Pada pelaksanaannya, Astra memastikan keterlibatan dari masyarakat lokal dalam prosesnya mulai dari perencanaan, pelaksanaan, pemantauan, dan evaluasi berbagai program pengembangan pada empat pilar. [SEOJK F.23][GRI 413-1][GRI 3-3]

### PROGRAM UNGGULAN KONTRIBUSI SOSIAL BERKELANJUTAN ASTRA [SEOJK F.25][GRI 203-1]

Sepanjang tahun 2022, Astra telah menjalankan berbagai program unggulan dan inisiatif keberlanjutan di seluruh lini bisnis Astra dengan tujuan untuk memberikan kontribusi secara nyata pada berbagai aspek termasuk masyarakat, lingkungan, dan ekonomi. Apa yang dilakukan Astra sejalan dengan berbagai tujuan yang terangkum dalam rencana aksi global Sustainable Development Goals (SDGs), seperti meningkatkan kesejahteraan, mengurangi kesenjangan sosial, dan melindungi lingkungan hidup. [GRI 413-1]

Beberapa program unggulan Astra, yaitu Kampung Berseri Astra (KBA), Desa Sejahtera Astra (DSA), SATU Indonesia Awards, dan Nurani Astra Berbagi untuk Negeri.

#### Kampung Berseri Astra dan Desa Sejahtera Astra

Kampung Berseri Astra (KBA) merupakan salah satu inisiatif yang dijalankan Astra sebagai bentuk dukungan terhadap pengembangan masyarakat secara berkelanjutan. Program pengembangan masyarakat KBA dijalankan dengan berbasis komunitas dalam satu kampung yang mengintegrasikan inisiatif 4 pilar Public Contribution Roadmap, yakni Astra untuk Indonesia Sehat, Astra untuk Indonesia Cerdas, Astra untuk Indonesia Hijau, dan Astra untuk Indonesia Kreatif. Melalui pelaksanaan program KBA, Astra ingin mewujudkan wilayah yang bersih, sehat, cerdas, dan produktif sesuai dengan keempat pilar tersebut.

Sejak tahun 2013 hingga tahun 2022, Astra telah membina 170 KBA dengan penambahan 37 KBA baru pada tahun 2022. Dari 170 KBA, 149 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, kebermanfaatannya, dan kemandirian yang baik dari masyarakat binaan.

Salah satu pengembangan dari program KBA adalah Desa Sejahtera Astra (DSA) yang dijalankan sejak tahun 2018 dan bekerja sama dengan pemerintah pusat, pemerintah daerah, perguruan tinggi, komunitas, *start-up*, *offtaker*

Astra pays close attention to the community, which is one of the Company's stakeholders, in all of its activities. As a corporation with seven major business lines, Astra identifies the positive and negative consequences and opportunities that the Company's actions can have on the community. Astra ensures that local communities are a part of the process from designing to executing, monitoring, and evaluating various development projects based on four pillars. [SEOJK F23][GRI 413-1][GRI 3-3]

### ASTRA'S FLAGSHIP SUSTAINABLE SOCIAL CONTRIBUTION PROGRAM [SEOJK F.25] [GRI 203-1]

Throughout 2022, Astra has implemented several flagship projects and sustainability initiatives throughout its business lines, with the goal of making a positive contribution to many sectors such as society, the environment, and the economy. Astra's actions are in line with the United Nations Sustainable Development Goals (SDGs), which include goals such as enhancing welfare, decreasing social inequality, and conserving the environment. [GRI 413-1]

Kampung Berseri Astra (KBA), Desa Sejahtera Astra (DSA), SATU Indonesia Awards, and Nurani Astra Berbagi untuk Negeri are some of Astra's major programmes.

#### Kampung Berseri Astra and Desa Sejahtera Astra

Kampung Berseri Astra (KBA) is one of the initiatives run by Astra as a form of support for sustainable community development. The KBA community development program involves the integration of the 4 pillars of the Public Contribution Roadmap initiative in one village. These are Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia. By implementing the KBA program, Astra seeks to create an area that is clean, healthy, smart, and productive.

Astra has nurtured 170 KBAs from 2013 to 2022, with 37 new KBAs added in 2022. 149 of the 170 KBAs have reached the Bintang 3, 4, and 5 levels, with a community development index value of 3.2 on a scale of 4, indicating a high degree of acceptability, usefulness, and independence by the fostered community.

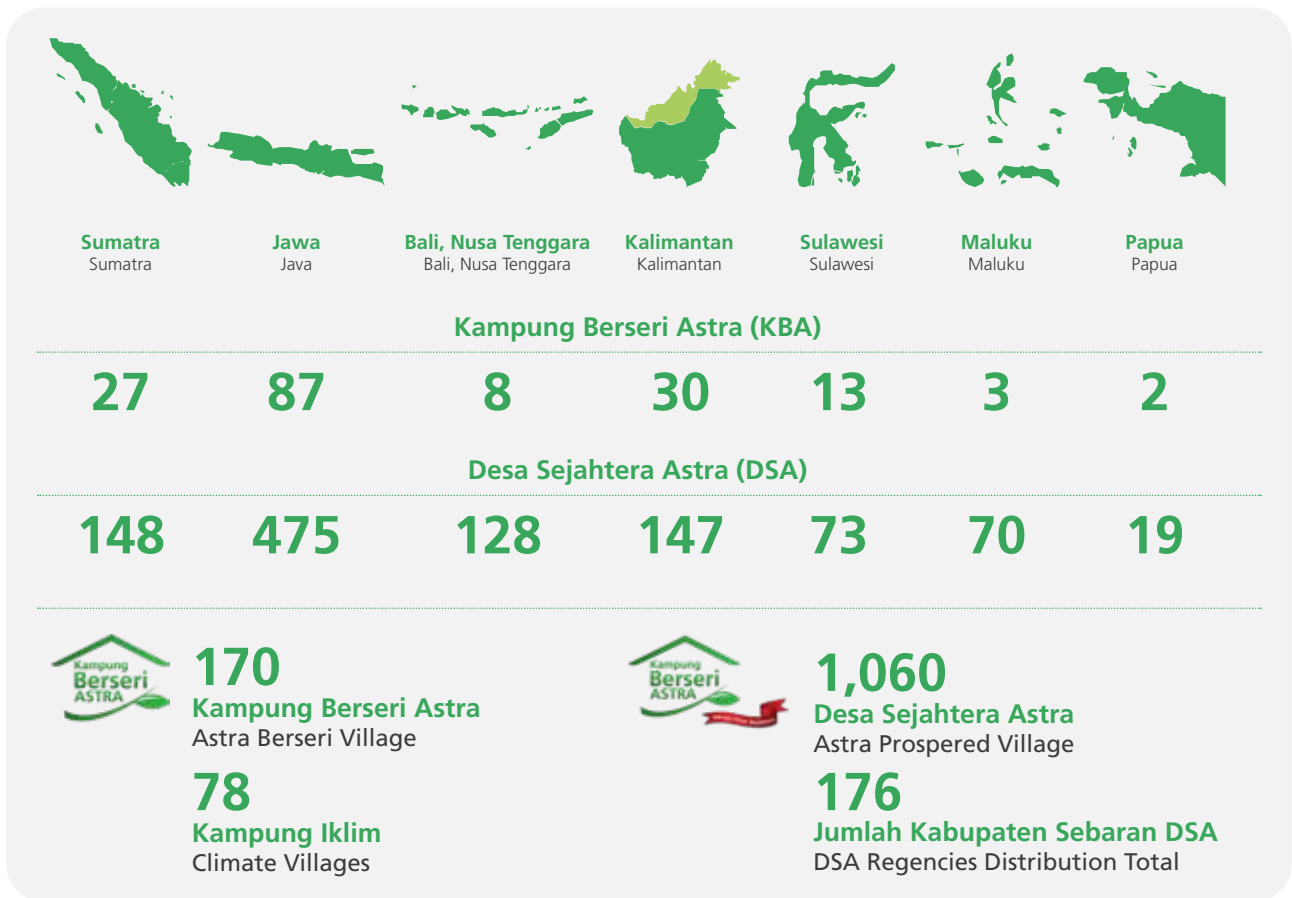
Astra Prosperous Villages (DSA), which have been running since 2018, is one of the KBA program's developments that is executed in collaboration with the central government, local governments, universities, communities, start-ups,

serta masyarakat desa dalam pengembangan ekonomi pedesaan berbasis potensi dan produk unggulan desa.

Pada pelaksanaan program DSA, Astra melakukan pendampingan bagi masyarakat desa mulai dari pelatihan, penguatan kelembagaan, bantuan prasarana, hingga memfasilitasi akses permodalan dan pemasaran produk. Sejak tahun 2018, terdapat 1.060 DSA yang dibina oleh Astra yang berhasil menciptakan 26.044 tenaga kerja baru dan meningkatkan pendapatan rata-rata sebesar 90,85%. Adapun pengembangan KBA dan DSA sampai akhir tahun 2022 telah menjangkau 176 kabupaten/kota di 35 provinsi.

offtakers, and village communities in developing rural economies based on village potential and superior products.

By implementing the DSA program, Astra assisted village communities, from training, institutional strengthening, and infrastructure assistance to facilitating access to capital and product marketing. Since 2018, 1,060 DSAs fostered by Astra have generated 26,044 new workers and increased the average income by 90.85%. The development of KBA and DSA until the end of 2022 has reached 176 districts/cities in 35 provinces.



DSA berfokus kepada pengembangan produk unggulan kawasan pedesaan binaan Astra dan telah memiliki empat klaster produk, yaitu kopi, pertanian dan olahan, perikanan dan wisata, kriya dan budaya.

DSA focuses on the development of superior products in Astra-assisted rural areas and has four product clusters, namely coffee, agriculture and processed products, fisheries and tourism, crafts and culture.





## Astra Raih Penghargaan dari KLHK atas Kontribusi Pengembangan Kampung Iklim

KLHK Honors Astra for Contribution to Climate Village Development



Astra mendapatkan apresiasi dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) melalui pemberian penghargaan sebagai perusahaan yang berkontribusi dalam pengembangan Kampung Iklim dalam acara penghargaan Program Kampung Iklim 2022 yang digelar di Jakarta pada 28 Oktober 2022.

Program Kampung Iklim (Proklam) yang dijalankan oleh KLHK sebagai salah satu upaya untuk menangani perubahan iklim yang telah mengancam terjadinya bencana alam, krisis pangan, hingga krisis ekonomi secara global menjadi latar belakang Astra dalam berkomitmen untuk membina kampung iklim melalui Program Gerakan Bersama Sadar Iklim KBA (Generasi KBA) dengan mendorong pengelolaan sampah domestik di bank sampah, mengedukasi tentang upaya mitigasi dan adaptasi perubahan iklim kepada masyarakat, serta pengenalan terkait penggunaan energi terbarukan melalui pemasangan panel surya.

Pada tahun 2022, Generasi KBA telah diikuti oleh 356 kampung yang terdiri dari KBA dan kampung iklim binaan KLHK.

Sampai dengan akhir tahun 2022, jumlah kampung iklim binaan Astra meningkat secara pesat dari 33 kampung iklim menjadi 78 kampung iklim. serta kampung iklim peraih predikat Proklam Lestari juga meningkat dari 1 kampung menjadi 5 kampung. Pencapaian ini menjadikan Astra sebagai satu-satunya perusahaan swasta yang menerima Penghargaan Pendukung Proklam 2022 dari Menteri Lingkungan Hidup dan Kehutanan, Ibu Siti Nurbaya Bakar.

Astra was recognized by the Ministry of Environment and Forestry (KLHK) as a company that contributes to the establishment of Climate Village during the 2022 Climate Village Program award event on October 28, 2022 in Jakarta.

The Climate Village Program (Proklam) conducted by KLHK which is an effort to manage climate change that has threatened to cause natural disasters, food crises, and global economic crises are part of Astra's commitments to fostering climate villages through the Climate Awareness Joint Movement KBA (Generasi KBA) Program by encouraging domestic waste management in waste banks, educating about climate change mitigation and adaptation efforts to the community, and introducing the use of renewable energy through the installation of solar panels.

As of 2022, Generasi KBA has been joined by 356 villages consisting of KBAs and KLHK-Fostered climate villages.

By the end of 2022, the number of Astra Fostered Climate Village increased rapidly from 33 climate villages to 78 climate villages, and the climate villages with the Proklam Lestari title also increased from 1 village to 5 villages. These achievements led Astra to become the only private company to receive the Proklam 2022 Supporting Award from the Minister of Environment and Forestry, Mrs. Siti Nurbaya Bakar.



## Astra dan Kementerian Perdagangan Dorong Produk Unggulan Desa Raih Pasar Ekspor

Astra and the Ministry of Trade Encourage the Export of Village Products



Program Desa Sejahtera Astra (DSA) yang dijalankan Astra secara tidak langsung telah memberikan kontribusi dalam mendorong terciptanya pertumbuhan ekonomi dalam skala nasional. Dengan total sebanyak 1.060 DSA yang telah dibina hingga tahun 2022, pengembangan potensi ekonomi desa yang dijalankan Astra telah menghasilkan sejumlah pencapaian yang baik, di antaranya perluasan penjualan ke pasar internasional.

Pada tahun 2022, program DSA memfokuskan kegiatan pada pengembangan produk DSA untuk bisa dipasarkan tidak hanya di pasar domestik, tetapi juga di pasar mancanegara melalui aktivitas Akademi DSA Ekspor. DSA dari kluster pertanian, peternakan dan perkebunan olahan, kopi dan perikanan yang memiliki produk skala ekspor mendapatkan serangkaian pendampingan untuk bisa memasarkan produknya ke luar negeri.

Sepanjang tahun 2022, Astra mendorong ekspor berupa produk dari kluster pertanian & perkebunan olahan, perikanan, dan kopi. Salah satu desa yang telah melakukan pelepasan ekspor adalah DSA Banjarnegara sebanyak 45 ton Tepung Mocaf ke Turkiye yang dihadiri oleh Menteri Perdagangan Republik Indonesia, Zulkifli Hasan. Sejak tahun 2018 sampai dengan tahun 2022, Astra telah mendorong ekspor produk-produk dari 290 desa dengan total nilai valuasi mencapai Rp68 miliar.

The Desa Sejahtera Astra (DSA) program conducted by Astra has indirectly contributed in encouraging the realization of economic growth on a national level. With a total of 1,060 DSAs that have been fostered up to 2022, the development of village economic potential carried out by Astra has resulted in a number of good achievements, including the expansion of sales to the international market.

In 2022, the DSA program focused on developing DSA products to be marketable not only in the domestic market, but also in overseas markets through the Export DSA Academy activities. DSAs from the agriculture, livestock and processed plantation, coffee and fisheries clusters that have export-scale products receive a series of assistance in order to sell their products overseas.

Throughout 2022, Astra encourages exports in the form of products from the processed agriculture & plantation, fisheries, and coffee clusters. One of the villages that has released exports is DSA Banjarnegara which have exported as much as 45 tons of Mocaf flour to Turkey, which was attended by the Minister of Trade of the Republic of Indonesia, Zulkifli Hasan. Since 2018 until 2022, Astra has encouraged exports of products from 290 villages with a total valuation of Rp68 billion.

### SATU Indonesia Awards [SEOJK F.25]

SATU (Semangat Astra Terpadu Untuk) Indonesia Awards merupakan salah satu bentuk apresiasi yang diberikan Astra bagi generasi muda baik secara individu maupun kelompok yang memberikan kontribusi positif bagi masyarakat di bidang kesehatan, pendidikan, lingkungan, kewirausahaan, dan teknologi, serta satu kategori kelompok yang mewakili lima bidang tersebut.

Ajang penghargaan yang telah berjalan sejak tahun 2010 ini juga mendorong para generasi muda yang terlibat dalam SATU Indonesia Awards untuk terlibat dan berkolaborasi dengan program unggulan Kampung Berseri Astra (KBA) dan Desa Sejahtera Astra (DSA). Kerja sama tersebut diharapkan mampu menghasilkan suatu inovasi yang bermanfaat bagi peningkatan pembangunan di daerah masing-masing secara berkelanjutan.

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 semifinalis dilakukan secara virtual oleh tim verifikator yang berada di Jakarta.

Secara total pada tahun 2022 tercatat sebanyak 565 anak muda yang terdiri dari 87 penerima tingkat nasional dan 478 penerima tingkat provinsi di lima bidang, yakni Kesehatan, Pendidikan, Lingkungan, Kewirausahaan, dan Teknologi. Total nilai dana pembinaan untuk seluruh penerima apresiasi SATU Indonesia Awards 2022 berjumlah Rp730 juta. Hingga saat ini total penerima apresiasi SATU Indonesia Awards yang berkolaborasi dengan Kampung Berseri Astra & Desa Sejahtera Astra adalah sebanyak 15 orang (8 penerima apresiasi SATU Indonesia Awards tingkat Nasional dan 7 penerima tingkat provinsi).

Jajaran dewan juri 13<sup>th</sup> SATU Indonesia Awards 2022 adalah sebagai berikut:

- Prof. Nila Moeloek (Dosen Fakultas Kedokteran Universitas Indonesia)
- Prof. Emil Salim (Dosen Ilmu Lingkungan Pascasarjana Universitas Indonesia)
- Prof. Fasli Jalal (Rektor Universitas YARSI dan Guru Besar Pascasarjana Universitas Negeri Jakarta)
- Ir. Tri Mumpuni (Pendiri Institut Bisnis dan Ekonomi Kerakyatan)
- Onno W. Purbo Ph.D. (Pakar Teknologi Informasi)
- Arif Zulkifli (Direktur Utama PT Tempo Inti Media Tbk)
- Dian Sastrowardoyo (Pegiat Seni)
- Billy Boen (Founder Young On Top)
- Boy Kelana Soebroto (Head of Corporate Communications Astra)
- Diah Suran Febrianti (Head of Environment & Social Responsibility Astra)

### SATU Indonesia Awards [SEOJK F.25]

The SATU (Semangat Astra Terpadu Untuk) Indonesia Awards are presented by Astra to young people who make a beneficial contribution to society in the domains of health, education, environment, entrepreneurship, and technology, as well as one group category covering all five fields.

The award ceremony, which has been held since 2010, also encourages the young generation participating in the SATU Indonesia Awards to participate and work with the flagship projects Kampung Berseri Astra (KBA) and Desa Sejahtera Astra (DSA) (DSA). The partnership is intended to result in an invention that will benefit the growth of their respective areas in a long-term way.


Adaptation due to pandemic conditions was carried out by maximizing the acquisition of visual data in the form of photos and videos, collaborating with local resources. Photographers and videographers from areas around the semifinalists' origins were empowered to visually verify the data. Meanwhile, the interview process for the semi-finalists was conducted virtually by a team of verifiers based in Jakarta.

In 2022, there were a total of 565 young people in five disciplines, including 87 national level beneficiaries and 478 provincial level recipients in Health, Education, Environment, Entrepreneurship, and Technology. All SATU Indonesia Awards 2022 recipients received a total of IDR730 million in coaching grants. To date, 15 SATU Indonesia Awards recipients have collaborated with Kampung Berseri Astra & Desa Sejahtera Astra (8 national level awardees and 7 provincial level awardees).

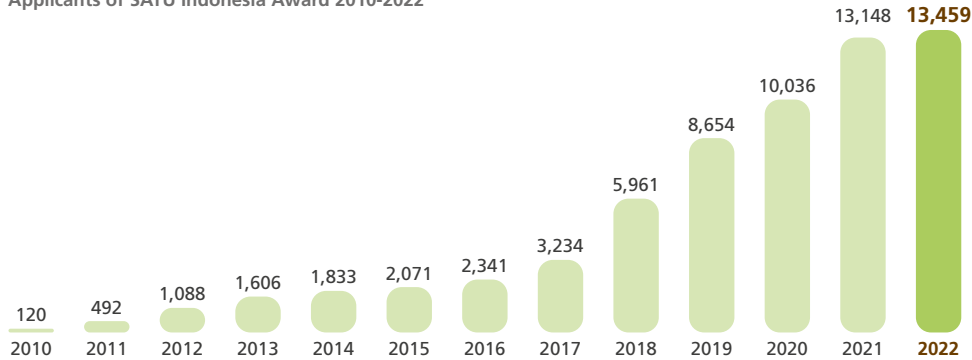
Judges for the 13<sup>th</sup> SATU Indonesia Awards 2022 are:

- Prof. Nila Moeloek (Lecturer at the Faculty of Medicine, University of Indonesia)
- Prof. Emil Salim (Lecturer at the Environmental Science Postgraduate Program, University of Indonesia)
- Prof. Fasli Jalal (Rector of YARSI University and Postgraduate Professor at Jakarta State University)
- Ir. Tri Mumpuni (Founder of People-Centered Business and Economic Institute)
- Onno W. Purbo Ph.D. (Information Technology Expert)
- Arif Zulkifli (President Director of PT Tempo Inti Media Tbk)
- Dian Sastrowardoyo (Artist)
- Billy Boen (Founder of Young On Top)
- Boy Kelana Soebroto (Head of Corporate Communications of Astra)
- Diah Suran Febrianti (Head of Environment & Social Responsibility of Astra)

SATU Indonesia Awards

|                                                                                                                                                          | 2020   | 2021   | 2022   | 2010-2022 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|-----------|
|  Pendaftar SATU Indonesia Awards<br>Applicants of SATU Indonesia Awards | 10,036 | 13,148 | 13,459 | 64,043    |
| Peraih Apresiasi Nasional<br>Winner of National Appreciation                                                                                             | 11     | 11     | 6      | 87        |
| Peraih Apresiasi Provinsi<br>Winner of Provincial Appreciation                                                                                           | 81     | 85     | 66     | 478       |

Pendaftar SATU Indonesia Awards 2010-2022  
Applicants of SATU Indonesia Award 2010-2022



**SATU Indonesia Awards 2022:  
Collaborating in Harmony**

SATU Indonesia Awards 2022: Collaborating in Harmony

Astra menyelenggarakan pemberian apresiasi SATU Indonesia Awards untuk yang ke-13 kalinya dengan tajuk Collaborating in Harmony dengan bertepatan pada hari Sumpah Pemuda di Menara Astra. SATU Indonesia Awards 2022 berhasil diselenggarakan berkat dukungan penuh dan kerja sama Astra bersama mitra lintas bidang yaitu Tempo, Antara, Kumparan, IDN Times, dan Young On Top.

Rangkaian kegiatan acara berlangsung selama dua hari pada 27-28 Oktober 2022 dengan menampilkan hasil kolaborasi antara para penerima apresiasi SATU Indonesia Awards bersama berbagai sosok inspiratif. Rangkaian kegiatan mencakup Art Exhibition oleh seniman disabilitas KitaOneUs, Astra Disability Connection Program yaitu Difabisa, dan perupa asal Indonesia Revoluta S.

Terdapat juga Live Illustration bersama ReplayRepliy, Live Experience Paint in Thrift bersama Hana Madness untuk meningkatkan kesadaran masyarakat terkait limbah *fashion*, dan kelas Latte Art bertajuk “Seni Kopi Sunyi” bersama teman-teman tunarungu dari Kopi Tuli.

SATU Indonesia Awards 2022 turut menghadirkan karya dari para penerima apresiasi SATU Indonesia Awards bidang Kewirausahaan, UMKM binaan Yayasan Dharma Bhakti Astra, finalis Astra Startup Challenge, dan produk lokal lain dalam rangkaian Young Entrepreneur Showcase.

Pada SATU Indonesia Awards 2022 terdapat enam sosok inspiratif yang memberikan kontribusi positif pada lima bidang, yaitu kesehatan, pendidikan, lingkungan, kewirausahaan, teknologi, serta satu kategori kelompok yang mewakili kelima bidang tersebut. Dari total 13.459 peserta yang mendaftar 13<sup>th</sup> SATU Indonesia Awards 2022, sebanyak enam peserta telah lolos melalui serangkaian tahap seleksi dan menerima apresiasi tingkat nasional.

Astra organized the 13<sup>th</sup> SATU Indonesia Awards with the theme Collaborating in Harmony, coinciding with Youth Pledge Day at Menara Astra. SATU Indonesia Awards 2022 was organized with the full support and cooperation of cross-field partners Tempo, Antara, Kumparan, IDN Times, and Young On Top.

The event took place over two days on October 27-28, 2022, featuring collaborations between SATU Indonesia Awards awardees and various inspirational figures. The series of activities included Art Exhibition by disabled artists KitaOneUs, Astra Disability Connection Program, namely Difabisa, and Indonesian artist Revoluta S.

Also featuring Live Illustration with ReplayRepliy, Live Experience Paint in Thrift with Hana Madness to raise awareness of fashion waste, and Latte Art class titled “Seni Kopi Sunyi” with deaf friends from Kopi Tuli.

SATU Indonesia Awards 2022 also presented works from SATU Indonesia Awards awardees in the field of Entrepreneurship, MSMEs assisted by Yayasan Dharma Bhakti Astra, Astra Startup Challenge finalists, and other local products in the Young Entrepreneur Showcase series.

Six inspiring figures in SATU Indonesia Awards 2022 have made positive contributions in five areas, namely health, education, environment, entrepreneurship, and technology, as well as one group category representing the five areas. Out of the 13,459 participants who registered for the 13<sup>th</sup> SATU Indonesia Awards 2022, six participants have passed through a series of selection stages and received national-level appreciation.

## Bidang Kesehatan | Health Sector

Justitia Avila Veda



Bersama dengan rekannya, Justitia Avila Veda yang berasal dari Jawa Barat menginisiasi Kolektif Advokat untuk Keadilan Gender (KAKG) dan menjalankan program Sahabat Korban Kekerasan Seksual yang memberikan bantuan dampingan mulai dari konsultasi hingga persidangan. Veda dan tim menerima lebih dari 150 aduan, dengan 80 persen di antaranya merupakan kasus kekerasan yang berkaitan dengan teknologi. Layanan konsultasi mereka bisa diakses melalui media sosial Instagram dan TikTok KAKG.

Together with her partner, Justitia Avila Veda from West Java initiated the Kolektif Advokat untuk Keadilan Gender (KAKG) and runs the Sahabat Korban Kekerasan Seksual program that provides assistance from consultation to trial. Veda and her team have received more than 150 complaints, 80 percent of which are technology-related violence cases. Their consultation services can be accessed through KAKG's Instagram and TikTok social media.

## Bidang Pendidikan | Education Sector

Bhrisco Jordy Dudi Padatu



Sejak tahun 2022, Bhrisco yang berasal dari Papua Barat secara aktif membantu pendidikan anak-anak di Pulau Mansinam melalui program Penyuluh Pelita dari Pulau Mansinam. Secara aktif, Bhrisco membantu pendidikan anak-anak di Pulau Mansinam mulai dari pendidikan dasar hingga teknologi digital, serta dampak perubahan iklim yang ia jalankan melalui Papua Future Project.

Since 2022, Bhrisco, originally from West Papua, has been actively helping educate children on Mansinam Island through the Penyuluh Pelita from Mansinam Island program. Bhrisco actively supports the education of children on Mansinam Island from basic education to digital technology, as well as the impact of climate change which he runs through the Papua Future Project.

## Bidang Lingkungan | Environment Sector

David Hidayat



David Hidayat dari Sumatra Barat menjadi nama yang mendapat apresiasi atas usahanya di bidang lingkungan melalui program Penjaga Laut dari Pesisir Selatan. Program ini lahir karena masyarakat di Nagari Sungai Pinang, Kabupaten Pesisir Selatan, banyak kehilangan mata pencaharian akibat gerusan potensi alam.

Untuk itu, David memprakarsai ANDESPIN Dee West Sumatra, sebagai akronim dari Anak Desa Sungai Pinang yang mendorong warga setempat untuk menanam kembali terumbu karang, mangrove, serta menangkarkan penyu dan membudidayakan rumput laut. Dimulai sejak 2014, cakupan wilayah yang sudah dikonservasi mencapai 70 persen dari target.

David Hidayat from West Sumatra was recognized for his efforts in the environmental field through the Sea Guardians program from Pesisir Selatan. This program was initiated because the community in Nagari Sungai Pinang, Pesisir Selatan Regency, lost many of their livelihoods due to the erosion of natural resources.

For this reason, David initiated ANDESPIN Dee West Sumatra, an acronym for Anak Desa Sungai Pinang, which encourages local residents to replant coral reefs, mangroves, as well as breed turtles and cultivate seaweed. Started in 2014, the area that has been conserved has reached 70 percent of the target.

## Bidang Kewirausahaan | Entrepreneurship Sector

Alfira Oktaviani



Alfira yang berasal dari Bengkulu merupakan pencetus program Pelestari Kain Lantung Bengkulu yang telah mendirikan Semilir Ecoprint sejak tahun 2018 untuk memperkenalkan busana ramah lingkungan yang menerjemahkan bentuk dan warna daun asli ke media kain melalui kontak langsung.

Alfira, who is from Bengkulu, is the founder of the Bengkulu Lantung Fabric Preservation program and has been running Semilir Ecoprint since 2018 to provide eco-friendly fashion that directly transfers the shape and color of actual leaves onto fabric.

**Bidang Teknologi | Technology Sector**

Paundra Noorbaskoro



Dengan program Pembudidaya Udang Ramah Lingkungan Berbasis Teknologi, sejak 2018 Paundra berupaya memanfaatkan lahan tak produktif di Kabupaten Pacitan sebagai tambak udang. Sempat gagal, sejak 2020 Paundra berinisiatif memanfaatkan Internet of Things (IoT) untuk mengontrol kondisi kolam dan kualitas air.

Pada awal 2022 data tambak dicatat dan diolah menggunakan aplikasi yang dikembangkan sendiri. Untuk mengendalikan limbah, Paundra membangun sistem *smart farm village* dengan Instalasi Pengolahan Air Limbah (IPAL) di Kabupaten Pacitan dan Trenggalek. Saat ini, Paundra mengoperasikan 20 kolam budidaya udang vaname dengan luas total 10.000 meter.

Through the Technology-Based Eco-friendly Shrimp Farmer program, Paundra has been trying to utilize unproductive land in Pacitan Regency as shrimp ponds since 2018. Although Paundra failed once, he has taken the initiative to use the Internet of Things (IoT) to control pond conditions and water quality since 2020.

In early 2022, pond data was recorded and processed using a self-developed application. To control waste, Paundra built a smart farm village system with Wastewater Treatment Plants (WWTP) in Pacitan and Trenggalek Regencies. Currently, Paundra operates 20 vaname shrimp farming ponds with a total area of 10,000 meters.

**Kategori Kelompok | Group Category**

Alvinia Christiany



Apresiasi pada kategori kelompok diterima Alvinia Christiany dari DKI Jakarta dengan program Pejuang Teman Autis. Melalui Teman Autis, Alvinia dan tim menciptakan wadah edukasi yang mempermudah orang tua maupun masyarakat umum mendampingi anak.

Tujuan Teman Autis, agar lebih banyak orang sadar bahwa autis bukan penyakit, namun kondisi spesial yang membutuhkan pendampingan dan arahan khusus. Teman Autis memiliki lebih dari 100 mitra, termasuk klinik, tempat terapi dan sekolah. Informasi tentang autisme bisa didapat melalui situs [www.temanautis.com](http://www.temanautis.com).

Alvinia Christiany of DKI Jakarta was honored in the group category for her work with the Teman Autis Fighters program. Alvinia and her team established Teman Autis, an educational platform that makes it easy for parents and the general public to assist youngsters.

Teman Autis strives to raise awareness that autism is not a sickness, but rather a unique condition that requires specialized care and guidance. Teman Autis collaborates with over 100 organizations, including clinics, treatment centers, and schools. The website [www.temanautis.com](http://www.temanautis.com) provides information on autism.

**Finalis Favorit | Favorite Finalist**

Eko Saputra Poceratu



Peserta asal Maluku berhasil terpilih sebagai finalis favorit dengan program Gerilyawan Sastra Digital. Pemilihan telah dilakukan melalui voting yang dilaksanakan pada 17-23 Oktober 2022 yang lalu. Finalis favorit sendiri berhak mendapatkan dana pembinaan sebesar Rp10 juta.

Sementara tiap penerima apresiasi 13th SATU Indonesia Awards 2022 tingkat nasional mendapat dana bantuan kegiatan senilai Rp65 juta dan pembinaan kegiatan yang dapat dikolaborasi dengan kontribusi sosial berkelanjutan Astra, seperti Kampung Berseri Astra dan Desa Sejahtera Astra.

Selain enam penerima apresiasi SATU Indonesia Awards tingkat nasional, terdapat juga 66 penerima apresiasi tingkat provinsi. Sehingga, total jumlah penerima apresiasi SATU Indonesia Awards hingga tahun ini mencapai 565 orang, terdiri dari 87 penerima apresiasi tingkat nasional dan 478 penerima apresiasi tingkat provinsi.

The participant from Maluku was selected as the favorite finalist in the Gerilyawan Sastra Digital program. This decision was reached by voting, which took place between October 17 and 23, 2022. The favored finalist is entitled to an Rp10 million coaching fund.

Meanwhile, each laureate of the 13th SATU Indonesia Awards 2022 national level award earned IDR 65 million in funding to support activities that could be combined with Astra's long-term social contributions, such as Kampung Berseri Astra and Desa Sejahtera Astra.

There are 66 provincial-level honorees and six national-level SATU Indonesia Awards recipients. As a result, the total number of SATU Indonesia Awards grantees up to this year has reached 565, including 87 national-level awards and 478 provincial-level honorees.

**Nurani Astra Berbagi Untuk Negeri**

[SEOJK F.25]

Program Nurani Astra Berbagi Untuk Negeri merupakan sebuah inisiatif yang dilakukan Grup Astra di berbagai daerah di Indonesia sebagai bentuk kontribusi kepada karyawan, masyarakat, dan lingkungan hidup. Kegiatan yang telah berjalan sejak tahun 2020 tercatat telah menyalurkan donasi senilai lebih dari Rp248,5 miliar hingga tahun 2022 yang berasal dari Yayasan dan Grup Astra.

Pada tahun 2020-2021, program ini diwujudkan dalam bentuk penanggulangan COVID-19 dan bencana alam. Sedangkan pada tahun 2022 difokuskan pada bantuan bencana alam. Bantuan tersebut dikelola dan disalurkan dalam berbagai bentuk seperti pada tabel di bawah ini:

**Nurani Astra Berbagi Untuk Negeri**

[SEOJK F.25]

The Nurani Astra Berbagi Untuk Negeri program is an initiative by the Astra Group in various regions of Indonesia. It is a way of giving back to employees, the community, and the environment. Activities running since 2020 have recorded donations worth more than Rp248.5 billion until 2022 from the Foundation and Astra Group.

In 2020-2021, this program was realized in the form of COVID-19 and natural disaster management. In 2022 it is focused on natural disaster assistance. The assistance is managed and distributed in various forms as in the table below:

**Nilai Bantuan Nurani Astra Rp (Miliar) | Total of Nurani Astra Donation in Rp (Billion)**



Sebagai wujud kepedulian pada masyarakat yang terdampak oleh bencana alam, sepanjang tahun 2022 Astra telah menyalurkan bantuan kemanusiaan pada bencana Gunung Semeru, bencana Gempa Cianjur, bencana Gempa Pasaman Barat, dan Semangat Saling Bantu.

Astra has offered humanitarian aid to the Mount Semeru disaster, the Cianjur earthquake, the West Pasaman earthquake, and the Spirit of Mutual Aid throughout 2022 as a form of care for communities afflicted by natural disasters.



**Bantuan Kemanusiaan**

Humanitarian Aid

- Bencana Gunung Semeru  
Mount Semeru Disaster
- Bencana Gempa Pasaman Barat  
West Pasaman Earthquake Disaster
- Bencana Gempa Cianjur  
Cianjur Earthquake Disaster
- Semangat Saling Bantu  
Semangat Saling Bantu

Pada tahun 2022 kembali diadakan gerakan #SemangatSalingBantu yang menjadi salah satu kegiatan dalam rangkaian perayaan hari ulang tahun ke-65 Astra. Sepanjang tahun 2022 ini, Astra telah menyalurkan 65.000 paket bantuan. Jumlah paket bantuan tersebut merupakan hasil konversi dari unggahan masyarakat di media sosial dengan tagar #SemangatSalingBantu periode 20 Februari hingga 28 Desember 2022.

In 2022, #SemangatSalingBantu was held again as one of the activities as part of Astra's 65th birthday celebrations. In 2022, Astra distributed 65,000 aid packages to beneficiaries. The number of aid packages is the conversion of community uploads on social media with the hashtag #SemangatSalingBantu from February 20 to December 28, 2022.

**EMPAT PILAR KONTRIBUSI SOSIAL BERKELANJUTAN ASTRA**

Pelaksanaan Public Contribution Roadmap dilakukan melalui 4 Pilar Contribution Roadmap, yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif. Keempat pilar ini merupakan nilai-nilai Astra yang selaras dengan tujuan global pada Sustainable Development Goals (SDGs).

**FOUR PILLARS OF ASTRA'S SUSTAINABLE SOCIAL CONTRIBUTION**

The implementation of the Public Contribution Roadmap is carried out through the 4 Pillars of the Contribution Roadmap, namely Astra for Healthy Indonesia, Astra for Smart Indonesia, Astra for Green Indonesia, and Astra for Creative Indonesia. These four pillars are aligned with the global goals in the Sustainable Development Goals (SDGs).



**ASTRA UNTUK INDONESIA SEHAT [SEOJK F.25]**

Kesehatan menjadi salah satu fokus yang dijalankan Astra dalam implementasi Public Contribution Roadmap. Bagi Astra, kesehatan merupakan salah satu elemen penting dalam upaya pembangunan kesejahteraan dan peningkatan kapasitas masyarakat secara berkelanjutan. Pada implementasinya, program Astra Untuk Indonesia Sehat ditujukan bagi masyarakat dan internal Grup Astra.

**ASTRA FOR A HEALTHY INDONESIA [SEOJK F.25]**

Health is one of Astra's area of focus when implementing the Public Contribution Roadmap. Astra sees health as a vital component of initiatives to enhance welfare and sustainably increase community capacity. The Astra Untuk Indonesia Sehat initiative is being implemented with the community and the Astra Group in mind. In the health sector, Astra's social commitment to society focuses on maternal, adolescent, and child health.

Astra Untuk Indonesia Sehat sejalan dengan SDGs poin 3 – Kesehatan dan Kesejahteraan yang baik, SDGs poin 2 – Tanpa Kelaparan terutama pada target yang berkenaan dengan malnutrisi, SDGs poin 6 - Air Bersih dan Sanitasi Layak terutama pada target penyediaan air bersih dan edukasi terkait sanitasi yang layak dan sehat.

Astra Untuk Indonesia Sehat aligns with Goal 3 of the Sustainable Development Goals (SDGs), namely Good Health and Wellbeing, Goal 2 - No Hunger, particularly on malnutrition targets, and Goal 6 - Clean Water and Proper Sanitation, particularly on targets to provide clean water and education on proper and healthy sanitation.

Kontribusi Astra dalam upaya mewujudkan masyarakat yang sehat juga berfokus pada program-program yang menargetkan kesehatan ibu, remaja, dan anak. Sampai akhir tahun 2022, Astra telah membina 3.246 posyandu di seluruh Indonesia dengan total kader Posyandu 10.595 kader.

Astra's contribution to establishing a healthy society also focuses on programmes that improve the health outcomes of mothers, adolescents, and children. By the end of 2022, Astra has fostered 3,246 Mother & Child Community Health Centers around Indonesia with a total cadre of 10,595 cadres.

Sejak tahun 2019, Astra membentuk AORTA (Aksi Solidaritas Remaja Kesehatan Astra) yang mendukung program kesehatan remaja. Remaja yang terlibat dalam AORTA sepanjang tahun 2022 adalah 213 anggota yang tersebar di 31 kota 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.

Since 2019, Astra formed AORTA (Aksi Solidaritas Remaja Kesehatan Astra) which supports adolescent health programs. Throughout 2022, AORTA had 213 members dispersed over 31 cities, with the primary goal of delivering information on reproductive health education, mental health, and anti-drug campaigns, as well as encouraging youth to take action in the health sector.

**Pencapaian Astra untuk Indonesia Sehat**  
Astra for Healthy Indonesia Achievement



**297**

**Posyandu Binaan**  
Fostered Mother & Child Community Health Centers



**300**

**Kader Kesehatan Binaan**  
Fostered Health Cadres



**303**

**Pengguna iPosyandu**  
iPosyandu Users



**213**

**Kader Kesehatan Remaja (AORTA)**  
Adolescent Health Cadres (AORTA)

Keterangan | Note:  
Data yang ditunjukkan di atas adalah data pencapaian sepanjang tahun 2022  
Data shown above is achievement data in 2022



**Aplikasi iPosyandu**  
iPosyandu Application



Sebanyak 1.801 dari 3.246 Posyandu Binaan Astra telah menggunakan aplikasi iPosyandu. 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.

A total of 1,801 from 3,246 Astra Fostered Mother & Child Community Health Centers have used the iPosyandu application. The development of the iPosyandu application is an example of Astra's partnership with academics to assist health cadres in monitoring the health of toddlers, pregnant women, women, and childbearing couples.

Sampai akhir tahun 2022, terdapat 52.075 bayi dan balita yang telah terpantau tumbuh dan perkembangannya melalui aplikasi iPosyandu.

A total of 52,075 babies and toddlers have been monitored for growth and progress through the iPosyandu application by the end of 2022.



## UT Youth Movement Community

UT Youth Movement Community



United Tractors (UT) Youth Movement Community menjadi salah satu inisiatif dalam upaya pemberdayaan masyarakat di bidang kesehatan. Hal tersebut sejalan dengan agenda pembangunan sesuai kebijakan yang dijalankan oleh Pemerintah khususnya kesehatan anak usia sekolah dan remaja. Seperti kita ketahui bahwa untuk melakukan pembangunan sumber daya manusia, remaja menjadi kelompok strategis yang menjadi fokus perhatian pada aspek pendidikan, kesehatan, dan budaya.

Dalam hal ini, UT Youth Movement kerap menyerukan pentingnya generasi muda untuk terus menjaga kesehatan fisik maupun mental yang meliputi kesehatan gizi, kebersihan diri, kesehatan emosional, bahaya penggunaan obat terlarang, hingga kesehatan reproduksi, melalui berbagai kegiatan seperti *talkshow* dan seminar.

Program utama yang dijalankan UT Youth Movement sendiri merupakan pemberdayaan komunitas Kader Kesehatan Remaja di Sekolah Binaan UT yang mendukung peningkatan kapasitas Kader terhadap aspek kesehatan (fisik, mental, gizi dan reproduksi) dan *soft skill*. Selain itu juga dilakukan penerapan aspek Diversity, Equity, and Inclusion (DEI), guna menguatkan peran komunitas sebagai penggerak kesehatan di sekolah dan masyarakat agar menjadi lebih berdampak dan berkelanjutan.

Gerakan yang telah berjalan sejak tahun 2018 ini bertujuan untuk meningkatkan ketahanan kesehatan masyarakat, mengentaskan kesenjangan dan kerentanan kesehatan semua ibu dan anak (bayi, balita dan remaja), serta memiliki kesempatan yang setara untuk tumbuh dan berkembang.

Pada tahun 2022, UT Youth Movement telah melaksanakan berbagai kegiatan dengan tajuk Berdaya Bersama Remaja (Empowering UTYM) sebagai upaya pembinaan & pemberdayaan komunitas kader kesehatan remaja & anak usia Sekolah UT, melalui program aktivitas:

- Penguatan Komunitas UTYM 2022
- UTYM X Health Heroes Project
- Pembinaan Sekolah Sehat
- Aksi Lapangan Penyuluhan Kesehatan

United Tractors (UT) Youth Movement Community is one of the projects in the health sector's community empowerment activities. That is in line with the development agenda according to the policies implemented by the Government, especially the health of school-age children and adolescents. As we all know, teenagers are an important age group whose educational and health outcomes must be prioritised to ensure the positive development of future generations.

In this case, the UT Youth Movement frequently emphasizes the importance of the younger generation maintaining physical and mental health, including nutritional health, personal hygiene, emotional health, the dangers of drug use, and reproductive health, through various activities such as talk shows and seminars.

The main program run by UT Youth Movement is the empowerment of the Youth Health Cadre community in UT Assisted Schools which supports the capacity building of Cadres on health aspects (physical, mental, nutrition and reproduction) and soft skills. In addition, the application of Diversity, Equity, and Inclusion (DEI) aspects is also carried out to strengthen the role of the community as a health promoter in schools and districts to be more impactful and sustainable.

The movement began in 2018 and aimed to improve community health resilience, alleviate health disparities and vulnerabilities of all mothers and children (infants, toddlers and adolescents), so both groups have equal opportunities to grow and develop.

In 2022, the UT Youth Movement carried out a variety of events under the banner Empowering UTYM to promote and strengthen the UT youth and school-age health cadre community through activity programs such as:

- Empowering the UTYM Community 2022
- UTYM X Health Heroes Project
- Healthy School Development
- Field Action in Health Counseling



## FIFGROUP Laksanakan Rangkaian Kegiatan Peduli Stunting di 13 Cabang

FIFGROUP Carries out a Series of Stunting Care Activities in 13 Branches



Grup Astra melalui PT Federal International Finance (FIFGROUP) menjalankan komitmen untuk terus berkontribusi memberikan manfaat bagi masyarakat di bidang kesehatan melalui program FIFGROUP Peduli Stunting yang merupakan program yang dikembangkan untuk menangani permasalahan terkait gangguan perkembangan akibat gizi buruk merupakan salah satu poin penting dalam upaya mewujudkan Sustainable Development Goals (SDGs), yaitu Tanpa Kelaparan.

Dalam pelaksanaannya, FIFGROUP bekerja sama dengan pemerintah setempat, Pusat Kesehatan Masyarakat (Puskesmas), dan Pos Pelayanan Terpadu (Posyandu) dalam mendukung penurunan prevalensi stunting.

Program FIFGROUP Peduli Stunting merupakan rangkaian kegiatan yang terbagi dalam tiga *batch* yang mencakup secara total 13 cabang yaitu Cabang Ambon, Cabang Gorontalo, Cabang Jayapura, Cabang Kupang, Cabang Mamuju, Cabang Martapura, Cabang Mataram, Cabang Maumere, Cabang Pandeglang, Cabang Rangkasbitung, Cabang Sibolga, Cabang Sorong, Cabang Sumbawa.

Setiap cabang akan membantu pencegahan dan penanganan *stunting* pada 10 anak yang dilakukan secara berkesinambungan dalam tiga tahap selama enam bulan. Tercatat sebanyak 145 anak kurang gizi yang mendapatkan bantuan serta pemantauan perkembangan anak secara berkelanjutan.

Astra Group through PT Federal International Finance (FIFGROUP) carried out a commitment to continuously contribute to give benefits to the community in the health sector through the FIFGROUP Peduli Stunting program which is a program developed to address problems related to developmental disorders due to malnutrition, as one of the important points in the effort to realize the Sustainable Development Goals (SDGs), namely No Hunger.

In its implementation, FIFGROUP collaborates with the local government, Community Health Center (Puskesmas), and Mother & Child Community Health Centers to reduce stunting prevalence.

FIFGROUP Peduli Stunting Program is a series of activities divided into three batches covering a total of 13 branches, namely Ambon Branch, Gorontalo Branch, Jayapura Branch, Kupang Branch, Mamuju Branch, Martapura Branch, Mataram Branch, Maumere Branch, Pandeglang Branch, Rangkasbitung Branch, Sibolga Branch, Sorong Branch, Sumbawa Branch.

Each branch will help prevent and treat stunting in 10 children, carried out continuously in three stages over six months. 145 malnourished children received assistance and continuous monitoring of child development.

**ASTRA UNTUK INDONESIA CERDAS [SEOJK F.25]**

Aspek pendidikan menjadi salah satu kunci utama dalam upaya untuk mewujudkan kesejahteraan masyarakat secara merata sesuai dengan tujuan pencapaian yang terangkum dalam Sustainable Development Goals (SDGs). Untuk mendukung hal tersebut, Astra berkomitmen untuk mendorong terciptanya peningkatan kualitas pendidikan yang akan memberikan berbagai dampak positif pada pengembangan kualitas Sumber Daya Manusia (SDM) di Indonesia melalui Pilar Astra Untuk Indonesia Cerdas.

Pilar Astra Untuk Indonesia Cerdas menjadi bukti komitmen Astra dalam upaya untuk mewujudkan pencapaian SDGs poin 4 - Pendidikan Berkualitas. Dalam menjalankan berbagai program Astra Untuk Indonesia Cerdas, Astra senantiasa melakukan kolaborasi dengan beberapa pihak dan Yayasan Grup Astra. Komitmen ini sejalan dengan program pemerintah mewujudkan sumber daya manusia yang unggul.

Implementasi Astra Untuk Indonesia Cerdas difokuskan pada 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 Grup Astra dan daerah prasejahtera lainnya.

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 yang sampai dengan akhir tahun 2022 telah membina 600 guru di 11 wilayah PUSPA.

Sementara untuk level pendidikan dasar dan menengah, Astra membentuk Himpunan Penggiat Adiwiyata Indonesia (HPAI) yang berfokus pada pengembangan gerakan peduli dan berbudaya lingkungan hidup di sekolah yang sampai dengan akhir tahun 2022 telah memiliki 390 Penggiat Adiwiyata di 26 wilayah.

Kemudian di bidang vokasi, Astra senantiasa mendukung pelaksanaan Link and Match Vokasi yang dimulai dari penyesuaian kurikulum hingga penyerapan lulusan.

**ASTRA FOR SMART INDONESIA [SEOJK F.25]**

Education is one of the primary ways we can achieve equal life outcomes across society following the achievement goals summarized in the Sustainable Development Goals (SDGs). To support that, Astra is committed to encouraging the creation of an improved quality of education that will positively impact the development of the quality of Human Resources (HR) in Indonesia through the Astra for Smart Indonesia Pillar.

The Astra Untuk Indonesia Cerdas pillar proves Astra's commitment to achieving goal of the SDGs 4 - Quality Education. In running various Astra Untuk Indonesia Cerdas programs, Astra constantly collaborates with several parties and the Astra Group Foundation. This commitment aligns with the government's agenda to create superior human resources.

The implementation of Astra Untuk Indonesia Cerdas focuses on improving school quality (teacher training, curriculum development, and life skills development), providing scholarships, and donating educational facilities and infrastructure, especially for schools around Astra Group installations and other underprivileged areas.

The implementation of this program runs at all levels of education, starting from coaching at the PAUD (Early Childhood Education) level. At this level, Astra formed the Paguyuban Sahabat PAUD Astra (PUSPA) to improve teacher competency and the capacity of PAUD institutions which by the end of 2022 have coached 600 teachers in 11 PUSPA areas.

Meanwhile, at the primary and secondary education levels, Astra formed the Association of Indonesian Adiwiyata Activists (HPAI) which focuses on developing a caring and environmentally conscious culture in schools which by the end of 2022 already has 390 Adiwiyata Activists in 26 regions.

In the vocational field, Astra always supports the implementation of Vocational Link and Match, starting from curriculum alignment to the absorption of graduates.

Selain itu, terdapat beberapa program unggulan vokasi, di antaranya peningkatan kapasitas *softskill* guru SMK, *National Showcase SMK BISA* (Binaan Astra), dan penilaian *Link and Match SMK BISA*. Upaya-upaya tersebut dilakukan kepada 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).

In addition, there are several excellent vocational programs, which include workshops that increase the soft skills capacity of vocational school teachers, National Showcase SMK BISA (Fostered by Astra), and SMK BISA Link and Match assessment. These efforts are carried out in Astra Group Fostered Vocational Schools to increase the competence of productive graduates and ultimately being able to help the nation's economic recovery process. In addition to vocational school, Astra also provides grants and supporting facilities for lectures at several vocational school development colleges. Astra also runs school development in underprivileged areas through the Astra-Michael D. Ruslim Education Foundation (YPA-MDR).

**Pencapaian Astra untuk Indonesia Cerdas**  
Astra for Smart Indonesia Achievement



**106**

**Pendidikan Anak Usia Dini (PAUD) Binaan**  
Fostered Early Childhood Education



**390**

**Penggiat Adiwiyata binaan Astra**  
Fostered Adiwiyata activists



**59**

**SMK Binaan**  
Fostered Vocational Schools



**152**

**Link & Match SMK BISA**  
Link & Match SMK BISA



**8,335**

**Paket Beasiswa**  
Scholarship Package



**762**

**Pelopop Indonesia Ayo Aman Berlalu lintas (IAABL)**  
IAABL Pioneer during 2022

Keterangan | Note:  
Data yang ditunjukkan di atas adalah data pencapaian sepanjang tahun 2022  
Data shown above is achievement data in 2022



**Penguatan Link and Match SMK dalam Inisiasi B20 & Program National Showcase SMK Binaan Astra**

Strengthening Link and Match of Vocational Schools in B20 Initiation & National Showcase Program of Astra Fostered Vocational Schools



Salah satu inisiatif Astra untuk meningkatkan kualitas SDM Indonesia melalui pendidikan adalah dengan pelaksanaan *Link and Match* yang menjadi jembatan penghubung antara pendidikan dan kebutuhan industri yang ada. Pada tahun 2022, Astra bersama dengan PT United Tractors Tbk, PT Astra Agro Lestari Tbk, PT Astra Otoparts Tbk, PT Astra Honda Motor, dan PT Astra Daihatsu Motor memperkuat komitmen untuk memajukan pendidikan vokasi melalui penguatan inisiatif *Link and Match* yang diinisiasi B20 Future of Work & Education Task Force (FOWE TF) dan dipimpin oleh Kamar Dagang dan Industri (KADIN) Indonesia.

Penguatan komitmen tersebut ditandai dengan penandatanganan dokumen perjanjian kerja sama (MoU) antara B20 FOWE TF, KADIN Indonesia, serta Astra dan Perusahaan Grup Astra. Penandatanganan tersebut diharapkan dapat mengelaborasi dunia usaha dan dunia pendidikan dengan lebih baik.

Kemitraan yang dibangun merupakan komitmen B20 FOWE TF yang menghasilkan rumusan berupa tiga rekomendasi kebijakan, mencakup tiga prioritas utama. Prioritas tersebut meliputi penciptaan lapangan kerja, pendidikan yang berkualitas untuk masa depan, serta keragaman dan inklusi.

Pada kesempatan yang sama, Astra juga menandatangani Perjanjian Pengembangan National Showcase SMK Binaan Astra (BISA) dengan SMK Muhammadiyah 1 Kapanjen Kabupaten Malang dan SMK PGRI 2 Ponorogo. Melalui perjanjian tersebut, Astra akan memberikan dukungan berupa bantuan pengembangan *Link and Match*, termasuk sarana dan prasarana, *teaching factory*, penguatan pembelajaran, serta kegiatan lain yang menunjang *Link and Match*.

The implementation of Link and Match, a bridge between education and actual industrial demands, is one of Astra's initiatives to contribute to the educational and vocational development of communities in Indonesia. In 2022, Astra, along with United Tractors, PT Astra Agro Lestari, PT Astra Otoparts Tbk, PT Astra Honda Motor, and PT Astra Daihatsu Motor, reaffirmed their commitment to advance vocational education by strengthening the link and match initiative launched by the B20 Future of Work & Education Task Force (FOWE TF) and led by the Indonesian Chamber of Commerce and Industry (KADIN).

The signing of a collaboration agreement (MoU) between B20 FOWE TF, KADIN Indonesia, and Astra and Astra Group Companies reaffirmed the previous commitment. The agreement is expected to improve collaboration between the commercial and educational worlds.

The partnership built is a commitment of the B20 FOWE TF that resulted in the formulation of three policy recommendations, covering three main priorities. These priorities include job opportunities, quality education for the future, diversity and inclusion.

Astra also inked the National Showcase Development Agreement of Astra Fostered Vocational Schools (BISA) with SMK Muhammadiyah 1 Kapanjen Malang Regency and SMK PGRI 2 Ponorogo on the same event. Astra will offer Link and Match development assistance through the agreement, including facilities and infrastructure, teaching factory, reinforcement of learning, and other activities that promote Link and Match.



## YPA-MDR Dorong Pengembangan Pendidikan di Daerah Tertinggal

YPA-MDR Promotes Education Development in Underdeveloped Communities



YPA-MDR berkolaborasi dengan berbagai pihak yang kompeten dan secara konsisten melakukan serangkaian program pembinaan unggulan seperti peningkatan literasi dan numerasi, Cerdas Matematika (CerMat), School Collaboration System (SCS), Guru Muda Garda Depan (GMDG), Kampus Mengajar Kemitraan, Komunitas Pembatik Cilik, pelatihan seni budaya khas daerah dan pemenuhan sarana prasarana.

Hingga tahun 2022, program bantuan pendidikan YPA-MDR telah merangkul 110 sekolah dengan berbagai jenjang mulai dari SD, SMP dan SMK sebagai konsep Sekolah Eskalator yang tersebar di 13 kabupaten yang berada di Provinsi Lampung, Banten, Jawa Barat, D.I. Yogyakarta, Jawa Timur, Kalimantan Tengah, Kalimantan Timur dan Nusa Tenggara Timur. Secara total hingga tahun 2022, tercatat pembinaan telah dilakukan kepada 1.745 guru dan 23.680 siswa.

Program pembinaan yang diberikan kepada sekolah binaan telah menghasilkan berbagai pencapaian di bidang pendidikan yang membanggakan seperti:

- Juara 1 Abacus World Competition;
- Sekolah dengan Akreditasi A dan tersertifikasi ISO 9001:2015;
- Predikat Sekolah Adiwiyata;
- Olimpiade Sains Nasional (OSN);
- Olimpiade Guru Nasional (OGN) Prestasi Festival & Lomba Seni Siswa Nasional (FLS2N);
- Olimpiade Olahraga Siswa Nasional dan lomba inovasi pembelajaran;
- Menghasilkan produk berbasis kearifan lokal khas daerah.

YPA-MDR works with various competent parties to consistently deliver a series of excellent coaching programs such as improving literacy and numeracy, Cerdas Matematika (CerMat), School Collaboration System (SCS), Guru Muda Garda Depan (GMDG), Campus Teaching Partnership, Little Batik Community, regional cultural arts training, and infrastructure fulfillment.

Until 2022, the YPA-MDR education assistance program has reached out to 110 schools with various levels ranging from elementary, junior high, and vocational schools as the Escalator School concept spread across 13 districts in Lampung, Banten, West Java, Yogyakarta, East Java, Central Kalimantan, East Kalimantan, and East Nusa Tenggara. Until 2022, a total of 1,745 teachers and 23,680 students have been trained.

The coaching program provided to fostered schools has resulted in several educational achievements, including:

- 1<sup>st</sup> Place Abacus World Competition;
- Schools with A Accreditation and ISO 9001:2015 certification;
- Adiwiyata School predicate;
- National Science Olympiad (OSN);
- National Teacher Olympics (OGN) Festival & National Student Art Competition (FLS2N) achievements;
- National Student Sports Olympics and learning innovation competitions;
- Produce various items based on local wisdom typical of the region.

**ASTRA UNTUK INDONESIA HIJAU [SEOJK F.25]**

Pelestarian bidang lingkungan menjadi salah satu fokus bagi Astra untuk menjalankan bisnis dengan berlandaskan prinsip-prinsip berkelanjutan. Komitmen Astra untuk memberikan dampak positif kepada lingkungan dari kegiatan bisnis yang dijalankan Astra, sejalan dengan SDGs poin 13 - Penanganan Perubahan Iklim dan SDGs poin 15 - Ekosistem Daratan. Dalam melakukan berbagai kegiatan Astra Untuk Indonesia Hijau, baik secara internal di dalam wilayah operasional perusahaan maupun secara eksternal di lingkungan luar perusahaan, Astra melibatkan para pemangku kepentingan termasuk karyawan dan masyarakat.

Pada tahun 2022, Astra kembali meneruskan berbagai program pelestarian lingkungan, seperti penanaman pohon, konservasi tanaman buah langka, Ruang Terbuka Hijau (RTH), hingga pembinaan bank sampah.

Pelaksanaan Astra Untuk Indonesia Hijau juga berfokus pada masalah penanganan sampah plastik. Salah satu wujud nyata kepedulian Astra terhadap persoalan sampah plastik adalah dengan menginisiasi gerakan Semangot Kurangi 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 137 Bank Sampah Binaan untuk mengelola sampah plastik.

**ASTRA FOR GREEN INDONESIA [SEOJK F.25]**

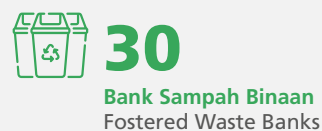
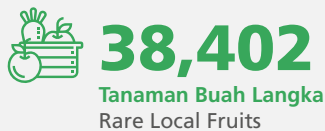
Astra is committed to maintaining a sustainable business that preserves the environment. Astra’s commitment to positively impacting the environment from the business activities carried out by Astra is in line with the objectives of achieving SDGs 13 - Handling Climate Change, and SDGs 15 - Terrestrial Ecosystems. In carrying out various Astra Untuk Indonesia Hijau activities, both internally within the company’s operational area and externally in the environment outside the company, Astra involves stakeholders, including employees and the community.

In 2022, Astra again continued various environmental conservation programs, such as tree planting, conservation of rare fruit plants, and Green Open Space (RTH), to support the development of waste banks.

The implementation of Astra for Green Indonesia also focuses on the issue of handling plastic waste. One of the concrete manifestations of Astra’s concern for plastic waste is initiating the Spirit of Plastic Reduction (Semangkup) movement by promoting waste banks, education, and campaigns to reduce the use of disposables and how to sort plastics in the employee environment and the community.

Through the Semangkup movement, Astra has successfully supported 137 Assisted Waste Banks to manage plastic waste.

**Pencapaian Astra untuk Indonesia Hijau  
Astra for Green Indonesia Achievement**



Keterangan | Note:  
Data yang ditunjukkan di atas adalah data pencapaian sepanjang tahun 2022  
Data shown above is achievement data in 2022



## Program Link and Match Bisnis Unit dengan Bank Sampah

Link and Match Program of Business Unit with Waste Bank



Astra menginisiasi Program Link and Match Bisnis Unit dengan Bank Sampah binaan sebagai salah satu bentuk upaya dalam mewujudkan kegiatan bisnis yang berlandaskan nilai-nilai berkelanjutan. Program tersebut juga sejalan dengan salah satu tujuan pencapaian Astra 2030 Sustainability Aspirations, yaitu *"Achieve 99% solid waste recycling and recovery"*.

Program *Link and Match* adalah program kerja sama antara Bisnis Unit dengan Bank Sampah binaan yang didukung oleh mitra strategis dalam menjalankan program dan mengembangkan aplikasi dalam proses implementasinya.

Program Link and Match tahun 2022 ini dilakukan di empat area prioritas, yaitu Jakarta, Bandung, Surabaya dan Denpasar, dan disosialisasikan ke 120 Bisnis Unit. Pendekatan kegiatan ini dilakukan melalui koordinator wilayah Grup di daerah tersebut dan juga mitra strategis dalam pengelolaan sampah. Program ini difasilitasi melalui aplikasi digital yang dikembangkan oleh mitra strategis untuk Grup Astra.

Implementasi program ini telah mencapai berbagai lapisan dari perusahaan Astra seperti FIF, Daihatsu Sales Operation, Isuzu Sales Operation, Toyota Sales Operation, dan lain-lain. Melalui program ini diharapkan Perusahaan Grup Astra dapat melakukan pengelolaan sampah melalui Bank Sampah sehingga dapat menciptakan pengelolaan sampah yang bertanggung jawab, serta mendukung pemberdayaan masyarakat dalam menjalankan kegiatan bank sampah yang berkelanjutan.

Astra initiated the Link and Match Business Unit Program with the assisted Waste Bank as a form of effort in realizing business activities based on sustainable values. The program is also in line with one of Astra's 2030 Sustainability Aspirations, namely *"Achieve 99% solid waste recycling and recovery"*.

The Link and Match program is a collaborative program between Business Units and assisted Waste Banks supported by strategic partners in running the program and developing applications in the implementation process.

The Link and Match Program in 2022 was conducted in four priority areas, which are Jakarta, Bandung, Surabaya and Denpasar, and socialized to 120 Business Units. The program was carried out through the Group's regional coordinators in these areas as well as strategic partners in waste management. The program is facilitated through a digital application developed by the strategic partner for Astra Group.

The implementation of this program involves many of Astra's business subsidiaries such as FIF, Daihatsu Sales Operation, Isuzu Sales Operation, Toyota Sales Operation, and others. Through this program, Astra Group Companies are expected to manage waste through Waste Banks in order to create responsible waste management, as well as support community empowerment in carrying out sustainable waste bank activities.



**Hijaukan Indonesia Melalui Penanaman Bakau**  
 Reforesting Indonesia Through Mangrove Planting



Ancaman perubahan iklim yang terjadi saat di era globalisasi saat ini harus ditangani dengan berbagai aksi nyata demi menjaga keberlangsungan alam bagi generasi penerus di masa depan. Manfaat dari tumbuhan bakau dalam mencegah degradasi pantai akibat abrasi, mengurangi dampak banjir, meningkatkan area tutupan hijau, mengurangi emisi karbon dan meningkatkan perekonomian masyarakat sekitar.

Pada tahun 2022, Grup Astra menjalankan inisiatif penanaman bakau yang dilakukan oleh PT Astra Honda Motor, PT Pamapersada Nusantara, PT Surya Artha Nusantara Finance, PT Serasi Autoraya, dan PT United Tractors Tbk.

Climate change, an issue arising out of the current period of globalization, needs to be addressed in various tangible ways to ensure the sustainability of our environment for future generations. The advantages of mangroves are in preventing coastal degradation due to abrasion, reducing the impact of flooding, increasing green cover area, reducing carbon emissions and improving the economy of surrounding communities.

Through PT Astra Honda Motor, PT Pamapersada Nusantara, PT Surya Artha Nusantara Finance, PT Serasi Autoraya, and PT United Tractors Tbk, by 2022, the Astra Group is undertaking a mangrove planting initiative.

## Penanaman Bakau Rambai oleh AHM

Rambai Mangrove Planting by AHM



Sepanjang tahun 2022, Astra Honda Motor (AHM) bersama Yayasan Astra Honda Motor (Yayasan AHM) melakukan sejumlah kegiatan penanaman bakau di tiga lokasi yang berbeda selama tahun 2022 yaitu di Pulau Curiak – Kalimantan Selatan, Taman Hutan Raya Ngurah Rai – Bali, serta Desa Segarajaya – Jawa Barat.

Kegiatan penanaman bakau di Pulau Curiak juga dilakukan sebagai upaya perlindungan lingkungan untuk menjaga keberlangsungan bekantan yang merupakan primata endemik. Total sebanyak 1.000 pohon bakau rambai telah ditanam pada 2022, yang melengkapi 750 pohon yang sebelumnya telah ditanam sejak 2017. Sementara itu di Bali telah ditanam sebanyak 4.000 pohon bakau dan di Desa Segarajaya, Bekasi, Jawa Barat sebanyak 1.500 pohon bakau yang melengkapi 6.500 pohon yang sebelumnya telah ditanam sejak 2018.

Dalam melakukan kegiatan penanaman mangrove, Yayasan AHM melakukan kolaborasi dengan puluhan komunitas pecinta lingkungan seperti Kelompok Masyarakat Pengawas Hiu, Sahabat Mangrove Ranger, dan Sahabat Bekantan Indonesia.

Throughout 2022, Astra Honda Motor (AHM) together with Astra Honda Motor Foundation (AHM Foundation) planted mangroves in three different locations, namely on Curiak Island - South Kalimantan, Ngurah Rai Forest Park - Bali, and Segarajaya Village - West Java.

Mangrove planting on Curiak Island is carried out to protect the environment and preserve proboscis monkeys, which are endemic primates. A total of 1,000 rambai mangrove trees were planted in 2022, adding to the 750 trees that had previously been planted since 2017. Meanwhile, 4,000 mangrove trees have been planted in Bali and 1,500 mangrove trees have been planted in Segarajaya Village, Bekasi, West Java, complementing the 6,500 trees previously planted in 2018.

To plant mangroves, AHM Foundation collaborates with dozens of environmentalist communities such as the Shark Watch Community Group, Sahabat Mangrove Ranger, and Sahabat Bekantan Indonesia.

**Penanaman Bakau oleh PAMA**  
Mangrove Planting by PAMA



PT Pamapersada Nusantara bekerja sama dengan Yayasan Sahabat Bekantan Indonesia Kalimantan Selatan dalam pelaksanaan kegiatan penanaman pohon bakau di Pulau Curiak jalur Jembatan Barito.

Kegiatan tersebut merupakan salah satu program Corporate Social Responsibility (CSR) PAMA di bidang lingkungan. Pada kegiatan yang bertajuk “Gerakan Restorasi Mangrove Rambai (*Sonneratia Caseolaris*)”, secara total tercatat 800 batang pohon bakau rambai yang berhasil ditanam.

In the mangrove tree planting activity on Curiak Island in the Barito Bridge route, PT Pamapersada Nusantara collaborates with the Yayasan Sahabat Bekantan Indonesia of South Kalimantan.

This activity is one of PAMA's Corporate Social Responsibility (CSR) programs in the environmental field. In the activity entitled “Rambai Mangrove Restoration Movement (*Sonneratia caseolaris*)”, a total of 800 rambai mangrove trees were successfully planted.

**Penanaman Bakau oleh SANF**  
Penanaman Bakau oleh SANF



PT Surya Artha Nusantara Finance (SANF) menjalankan kampanye “SANF Lindungi Bumi” dalam bentuk pelestarian mangrove.

SANF pun ke Pesisir Tambakrejo, Semarang Utara, untuk menanam total 4.000 pohon mangrove. Penanaman dilakukan oleh SANF didampingi oleh Organisasi Lindungi Hutan dan Kelompok Peduli Alam Mangrove Semarang. Tambakrejo menjadi lokasi pilihan karena pesisir itu rawan banjir akibat abrasi ombak Laut Jawa. Abrasi mengancam tempat tinggal para nelayan.

PT Surya Artha Nusantara Finance (SANF) runs the “SANF Lindungi Bumi” campaign in the form of mangrove conservation.

SANF went to the Tambakrejo coast, North Semarang, to plant 4,000 mangrove trees. The plantation was carried out by SANF and accompanied by the Lindungi Hutan Organization and the Semarang Mangrove Nature Care Group. Tambakrejo was chosen because the coast is prone to flooding due to the abrasion of the Java Sea waves. Abrasion threatens the fishermen's homes.

## Penanaman Bakau oleh SERA

Mangrove Planting by SERA



PT Serasi Autoraya (SERA) menanam sebanyak 1.500 bibit pohon bakau di Mangrove Center Mangunharjo, Kota Semarang sebagai bagian dari program *Corporate Social Responsibility* (CSR).

Penanaman bakau diharapkan dapat melindungi daratan kota Semarang dari abrasi air laut serta menjadi bukti komitmen perusahaan dalam mendukung terciptanya pencapaian Sustainability Development Goals (SDGs) poin 13 tentang penanganan perubahan iklim dan 15 terkait ekosistem daratan.

Bibit pohon bakau yang ditanamkan pada kegiatan tersebut berjenis *rhizophora*, yang nantinya akan terus dipantau secara berkelanjutan. Dalam pemilihan jenis bibit ini pun sudah mempertimbangkan terkait kondisi substrat, budaya masyarakat lokal, dan keunggulan pada bibitnya. Bibit *rhizophora* ini memiliki keunggulan karena memiliki akar yang lebih rapat dan kuat, sehingga dapat menanggulangi terjadinya abrasi pada wilayah pesisir.

PT Serasi Autoraya (SERA) planted 1,500 mangrove tree seedlings at Mangrove Center Mangunharjo, Semarang City as part of the Corporate Social Responsibility (CSR) program.

Mangrove planting is intended to protect the coastal area of Semarang city from sea water abrasion and to further emphasise the Company's commitment in supporting the achievement of Sustainability Development Goals (SDGs) point 13 on climate change management and 15 related to terrestrial ecosystems.

The mangrove tree seedlings planted during the activity are of the *Rhizophora* type, which will continue to be monitored continuously. The selection of this type of seedling has also considered the substrate's condition, the local community's culture, and the seedlings' advantages. *Rhizophora* seedlings have the benefit of having tighter and firmer roots to overcome abrasion in coastal areas.

**Penanaman Bakau oleh United Tractors**  
 Mangrove Planting by United Tractors



PT United Tractors Tbk (UT) melaksanakan kegiatan penanaman pohon bakau di Kawasan Wisata Klawalu, Kota Sorong, Provinsi Papua Barat. Melalui program CSR Lingkungan (UTREES), UT bekerja sama dengan pemerintah kota Sorong, TNI, dan Polri untuk menanam 3.000 pohon bakau demi meningkatkan kualitas lingkungan hidup di wilayah sekitar Klawalu, Kota Sorong.

Kawasan Wisata Kota Sorong memiliki ekosistem hutan bakau yang masih terjaga secara alami hingga saat ini. Berangkat dari hal tersebut, UT hadir dalam upaya untuk melestarikan ekosistem tersebut yang menjadi implementasi prinsip ESG dalam perusahaan.

Program penanaman pohon bakau diharapkan dapat memberikan banyak manfaat bagi lingkungan seperti penyerapan karbon, mencegah abrasi pantai, menjaga kualitas air dan udara, menyediakan habitat bagi biota laut, serta menjadikan kawasan tersebut sebagai obyek wisata sehingga akan dapat membantu meningkatkan pendapatan masyarakat di wilayah sekitar kawasan hutan bakau.

Selain di Sorong, secara keseluruhan UT menanam 30.000 pohon mangrove juga di Bekasi, Pekanbaru, dan Manado sepanjang tahun 2022.

PT United Tractors Tbk (UT) carried out mangrove tree planting in Klawalu Tourism Area, Sorong City, West Papua Province. Through the CSR Environment (UTREES) program, UT in collaboration with the Sorong city government, TNI, and Polri planted 3,000 mangrove trees to improve the quality of the environment in the area around Klawalu, Sorong City.

Sorong City Tourism Area has a mangrove forest ecosystem that is still naturally maintained until today. Therefore, UT strives to preserve the ecosystem as an implementation of ESG principles in the company.

The mangrove tree planting program is expected to provide many benefits to the environment such as carbon sequestration, preventing coastal abrasion, maintaining water and air quality, providing habitat for marine life, and making the area a tourist attraction so that it will be able to help increase community income in the area around the mangrove forest area.

In addition to Sorong, UT is planting a total of 30,000 mangrove trees in Bekasi, Pekanbaru, and Manado throughout 2022.

**ASTRA UNTUK INDONESIA KREATIF [SEOJK F.25]**

Kehadiran Usaha Mikro Kecil dan Menengah (UMKM) memiliki kontribusi besar dan berperan penting sebagai salah satu pilar perekonomian bangsa. Untuk itu, Astra berupaya mendorong terciptanya kewirausahaan mandiri serta masyarakat yang kreatif dan inovatif melalui beragam pembinaan serta pemberdayaan. [GRI 203-2]

Wujud dukungan Astra ditunjukkan melalui pelatihan, pendampingan, perluasan akses permodalan, pemasaran, dan bantuan prasarana UMKM. Dengan mengukung program *Creating Shared Value*, Astra memfokuskan kegiatannya pada UMKM pemasok rantai pasokan 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).

Dalam proses pembinaan UMKM, Astra turut melibatkan Yayasan Dharma Bhakti Astra (YDBA) melalui Lembaga Pengembangan Bisnis (LPB) yang sampai tahun 2022 sudah terdapat 26 LPB yang tersebar di seluruh Indonesia, di mana LPB ini berperan dalam memberikan pembinaan terpadu kepada UMKM dalam upaya peningkatan serta pengembangan usaha.

Sejak tahun 2016, Astra juga menunjukkan komitmen dalam mendorong terciptanya pengembangan *start-up* di Indonesia melalui Astra Start-Up Challenge yang telah melahirkan 150 *start-up* binaan sebagai bagian dari upaya berkontribusi dalam proses pengembangan ekonomi masyarakat.

Selain itu, Astra juga mendukung terciptanya berbagai pencapaian dalam Sustainable Development Goals (SDGs) dengan menyelenggarakan program Astronauts. Kegiatan ini bertujuan untuk memberikan apresiasi kepada para pencetus ide inovatif dalam bidang digital dan teknologi.

**ASTRA FOR CREATIVE INDONESIA [SEOJK F.25]**

The existence of Micro, Small, and Medium Enterprises (MSMEs) makes a significant contribution and serves as one of the nation's economic cornerstones. For this reason, Astra strives to encourage the creation of independent entrepreneurship and a creative and innovative society through coaching and empowerment programmes. [GRI 203-2]

Astra's support is shown through training, mentoring, expanding access to capital, marketing, and infrastructure assistance for MSMEs. Through the *Creating Shared Value* program, Astra focuses its activities on MSMEs that supply Astra Group, MSMEs located around Astra installations, and entrepreneurial communities incorporated in Astra Start-Up Community and Astra Disability Connection Program (ADCP).

In the process of fostering MSMEs, Astra also involves the Yayasan Dharma Bhakti Astra (YDBA) through the Business Development Institute (LPB) that until 2022 there have been 26 LPB spread throughout Indonesia, in which the LPB has a role in providing integrated coaching to MSMEs in order to improve and develop their businesses.

Since 2016, Astra has also committed to supporting the development of start-ups in Indonesia through the Astra Start-Up Challenge which has produced 150 fostered start-ups as part of the Company's efforts to contribute to the process of community economic development.

In addition, Astra also supports the creation of various achievements in the Sustainable Development Goals (SDGs) by organizing the Astronauts program. This activity was aimed to give appreciation to the initiators of innovative ideas in the fields of digital and technology.

**Pencapaian Astra untuk Indonesia Kreatif  
Astra for Creative Indonesia Achievement**



**1,484**  
UMKM Binaan  
Fostered MSMEs



**123**  
Penyandang Disabilitas Binaan  
Disabilities fostered



**2**  
Lembaga Pengembangan Bisnis (LPB)  
Business Development Institute



**32**  
Start-up Binaan  
Fostered Start-ups

Keterangan | Note:  
Data yang ditunjukkan di atas adalah data pencapaian sepanjang tahun 2022  
Data shown above is achievement data in 2022



## Astronauts 2022: Kompetisi Inovasi Digital dan Teknologi

Astronauts 2022: Digital and Technology Innovation Competition

Pada era globalisasi saat ini, berbagai peluang bisnis mempunyai kesempatan untuk berkembang secara lebih cepat melalui pemanfaatan ekosistem digital yang ada. Astra memahami bahwa adaptasi dan inovasi yang menyesuaikan setiap perubahan menjadi kunci untuk menjaga keberlangsungan usaha. Untuk itu, Astra yang berkomitmen dalam mendukung terciptanya berbagai pencapaian dalam Sustainable Development Goals (SDGs), berupaya mendorong pengembangan inovasi digital dan teknologi di tanah air.

Melalui pelaksanaan program Astronauts, Astra memberikan apresiasi kepada para pencetus ide inovatif dalam bidang digital dan teknologi. "Astronauts: Inspire. Innovate. Collaborate" merupakan kompetisi inovasi digital dan teknologi untuk mahasiswa dan *start-up* demi mendukung pengembangan inovasi digital dan teknologi di tanah air. Ada lima bidang yang dikompetisikan, yaitu *Future of Mobility*, *Future of Finance*, *Industry 4.0*, *Sustainability*, dan *Emerging Technology*.

Pada pelaksanaannya, kompetisi Astronauts membuka dua jalur pendaftaran yaitu kategori pelajar dan *start-up*. Pada akhir rangkaian program Astronauts 2022, terkumpul 20 ide inovasi terbaik yang menjadi finalis dari 932 partisipan dan 465 ide yang didaftarkan hingga dipilih tiga pemenang dari masing-masing jalur.

### Jalur Mahasiswa

- **Juara 1**  
Gromo, dengan inovasi "Smart transportation for livestock with smart decision system" (bidang Industry 4.0).
- **Juara 2**  
Bumikan, dengan inovasi "A Platform that provides one-stop solution for death and after- life services" (bidang Sustainability).
- **Juara 3**  
Auto Digda, dengan inovasi "Automatic guided vehicle can transform Into 4 types: unit loads, arm robot, towing, and forklift" (bidang Industry 4.0).  
Benoit, dengan inovasi "Replacing silicon PV which is simpler, cheaper, and suitable for bio-based implementation" (bidang Sustainability).

### Jalur Startup

- **Juara 1**  
Crustea, dengan inovasi "Eco-aerator with IoT to Increase pond productivity and reduce operational costs" (bidang Emerging Technology).
- **Juara 2**  
Tenang Heroes, dengan inovasi "Siri/Alexa for first aid mental health help, using Cognitive Behavioral Therapy and AI" (bidang Emerging Technology).
- **Juara 3**  
Robotika Nusantara, dengan inovasi "Robotics education for early age kids through workshop, in-house curriculum and learning kits" (bidang Industry 4.0).

In today's globalized world, new business possibilities might emerge more quickly by using the existing digital ecosystem. Astra recognizes that adaptation and innovation customized to changes are critical to corporate sustainability. As a result, Astra, which is committed to assisting in the attainment of different Sustainable Growth Goals (SDGs), wants to stimulate the development of digital and technology innovation in the country.

Astra honors the originators of innovative ideas in the digital and technological domains through the execution of the Astronauts program. "Astronauts: Inspire. Innovate. Collaborate" is a digital and technology innovation competition for students and start-ups to fuel the country's digital and technology innovation. The competition covers five themes: Future of Mobility, Future of Finance, Industry 4.0, Sustainability, and Emerging Technology.

The Astronauts competition is divided into two categories: Student and startup. After the Astronauts 2022 program, 20 of the top innovative concepts were chosen as finalists from approximately 932 participants and 465 registered ideas, with three winners selected from each category.

### Student Category

- **1<sup>st</sup> place**  
Gromo, with the innovation "Smart transportation for livestock with smart decision system" (Industry 4.0 theme).
- **2<sup>nd</sup> place**  
Bumikan, with the innovation "A platform that provides a one-stop solution for death services and after-death services" (Sustainability theme).
- **3<sup>rd</sup> place**  
Auto Digda, with the innovation "An automated guided vehicle that can transform into 4 types: unit load, robot arm, towing, and forklift" (Industry 4.0 theme).  
Benoit, with the innovation "Replacing silicon PV that is simpler, cheaper, and suitable for bio-based implementation" (Sustainability theme).

### Startup Category

- **1<sup>st</sup> place**  
Crustea, with the innovation "Eco-aerator with IoT to increase pond productivity and reduce operational costs" (Emerging Technology theme).
- **2<sup>nd</sup> place**  
Tenang Heroes, with the innovation "Siri/Alexa for first aid mental health assistance, using Cognitive Behavioral Therapy and AI" (Emerging Technology theme).
- **3<sup>rd</sup> place**  
Robotika Nusantara, with the innovation "Robotics education for early childhood through workshops, internal curriculum and learning tools" (Industry 4.0 theme).



## #YukExplore UMKM YDBA

#YukExplore UMKM YDBA



Untuk mengetahui perkembangan UMKM termasuk inovasi yang tengah dilakukan UMKM tersebut, Astra melalui Yayasan Dharma Bhakti Astra (YDBA) dan cabangnya atau dikenal Lembaga Pengembangan Bisnis (LPB) melakukan kegiatan #YukExplore UMKM Indonesia di berbagai wilayah, antara lain Bontang & Paser Kalimantan Timur serta Yogyakarta.

UMKM Kuliner 2Nay binaan LPB Pama Bessai Berinta dan UMKM Perikanan Syufuan Hadi binaan LPB Pama Daya Taka di Paser mendapat kesempatan untuk menjadi UMKM yang disambangi untuk berbagi cerita mengenai bisnis yang dijalankan.

Sementara di Yogyakarta, kegiatan #YukExplore UMKM Indonesia menghadirkan CV Dewi Makmur yang merupakan binaan LPB Yogyakarta yang memproduksi *brand* Dewiti. Produk Dewiti merupakan minuman kesehatan (herbal) yang dirintis Herdiana Dewi Utari sejak 2008 hingga bergabung menjadi UMKM binaan YDBA pada tahun 2017.

Pembinaan dilakukan melalui beragam program, seperti Pelatihan Basic Mentality, Pembukuan Sederhana, Manajemen Keuangan, Manajemen Pemasaran, Digital Marketing, Design Packaging, Pelatihan & Pendampingan 5R (Ringkas, Rapi, Resik, Rawat, Rajin), Pelatihan HRD, serta beberapa program fasilitas pembiayaan dan pemasaran dari YDBA.

Kegiatan #YukExplore UMKM Indonesia diharapkan dapat menginspirasi para UMKM untuk terus berkembang hingga naik kelas dan mandiri.

To find out the development of MSMEs including innovations that are being carried out by the MSMEs, Astra through the Dharma Bhakti Astra Foundation (YDBA) and its branches or known as Business Development Institutions (LPB) held #YukExplore UMKM Indonesia activities in various regions, including Bontang & Paser East Kalimantan and Yogyakarta.

2Nay Culinary MSMEs under LPB Pama Bessai Berinta and Syufuan Hadi Fisheries MSMEs under LPB Pama Daya Taka in Paser had the opportunity to become the visited MSMEs where they could share stories about the business they run.

While in Yogyakarta, the #YukExplore UMKM Indonesia activity presented CV Dewi Makmur, which is fostered by LPB Yogyakarta, who produces the Dewiti brand. Dewiti is a herbal health drink produced by Herdiana Dewi Utari since 2008 and joined YDBA's fostered MSMEs program in 2017.

Coaching is provided through a variety of programs, including Basic Mentality Training, Simple Bookkeeping, Financial Management, Marketing Management, Digital Marketing, Packaging Design, 5R Training & Assistance (Ringkas, Rapi, Resik, Rawat, Rajin), HRD Training, and YDBA's financing and marketing facility programs.

The #YukExplore UMKM Indonesia activity aims to inspire the MSMEs to continuously grow to upscale and become independent.

## PENGADUAN MASYARAKAT

Dalam melakukan kegiatan bisnis dan operasional, Astra memerhatikan keluhan, kritik, maupun saran dari masyarakat sebagai salah satu pemangku kepentingan. Oleh karena itu, seluruh Grup Astra yang terdiri dari lini bisnis otomotif; jasa keuangan; alat berat, pertambangan, konstruksi, dan energi; agribisnis; infrastruktur dan logistik; teknologi informasi; dan properti, membuka pintu komunikasi kepada masyarakat melalui mekanisme pengaduan masyarakat yang prosesnya disesuaikan dengan masing-masing produk dan jasa dari setiap anak perusahaan. [SEOJK F.24]

Pada beberapa perusahaan Grup Astra juga terdapat layanan *hotline* pengaduan untuk menerima pengaduan masyarakat dan pelanggan. Setiap keluhan dan 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, dan pungutan liar;
2. Perbuatan melanggar hukum, kode etik perusahaan, peraturan perusahaan, dan standar prosedur operasi yang berlaku;
3. Pelanggaran etika;
4. Perilaku pelanggaran lainnya yang berpotensi menimbulkan kerugian bagi Astra;
5. Keluhan terkait aspek kinerja lingkungan.

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 2022, Grup Astra menerima total 1 pengaduan masyarakat terkait aspek lingkungan dan 41 pengaduan masyarakat terkait aspek sosial yang seluruhnya telah direspons oleh Grup Astra. [SEOJK F.24] [SEOJK F.16]

## ASTRA FRIENDLY COMPANY (AFC)

Untuk memastikan pelaksanaan program kontribusi sosial berkelanjutan telah berjalan dengan efektif di masing-masing perusahaan Grup Astra dan sesuai dengan prinsip-prinsip yang dijunjung tinggi oleh perusahaan, Astra memiliki Astra Friendly Company (AFC) yang menjadi pedoman sekaligus metode *assessment* terhadap berbagai kegiatan tanggung jawab sosial Grup Astra. [GRI 3-3]

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 Grup Astra mempertimbangkan hak-hak pemangku kepentingan dalam menerapkan program kerja kontribusi sosial

## COMMUNITY COMPLAINTS

As a stakeholder, Astra addresses complaints, comments, and ideas from the public when undertaking commercial and operational operations. As a result, the entire Astra Group, which includes the automotive; financial services; heavy equipment, mining, construction and energy; agrobusiness; infrastructure and logistics; information technology; and property business lines, provides access for public communication through a public complaint mechanism whose process is tailored to each subsidiary's product and service. [SEOJK F.24]

Some Astra Group companies also have complaint hotlines and customer systems to receive public complaints. Any complaints and inquiries submitted by the public will be promptly addressed by the appropriate party. Information that can be reported includes:

1. Acts of fraud, deception, corruption, collusion/bribery, and illegal levies;
2. Acts of violating the law, the company's code of ethics, company regulations, and applicable operating procedure standards;
3. Violation of ethics;
4. Other violative behavior that has the potential to cause harm to Astra;
5. Complaints on environmental performance aspects.

Each incoming report will be immediately followed up and processed by first considering the seriousness of the contents of the report, credibility, and evidence submitted, as well as the possibility to confirm the reporting by the relevant unit. Throughout 2022, Astra Group received a total of 1 public complaint related to environmental aspects and 41 public complaints related to social aspects, which all have been responded by Astra Group.

[SEOJK F.24] [SEOJK F.16]

## ASTRA FRIENDLY COMPANY (AFC)

To ensure the implementation of sustainable social contribution programs have been running effectively in each Astra Group company and by the principles upheld by the Company, Astra has Astra Friendly Company (AFC) which becomes a guideline and assessment method for various social responsibility activities of Astra Group.

[GRI 3-3]

AFC is a set of references from various national and international standards that include management systems (values, attitude, and conduct), the application of Astra's four pillars of sustainable social contribution programs, community perceptions, and donations. Astra Group installations consider the rights of stakeholders in implementing sustainable social contribution work

berkelanjutan dengan menggunakan panduan AFC. Penilaian penerapan AFC dilakukan melalui pelaksanaan audit AFC pada instalasi Grup Astra. [GRI 3-3]

programs using the AFC guidelines. Assessment of AFC implementation is carried out through the implementation of AFC audits at Astra Group installations. [GRI 3-3]

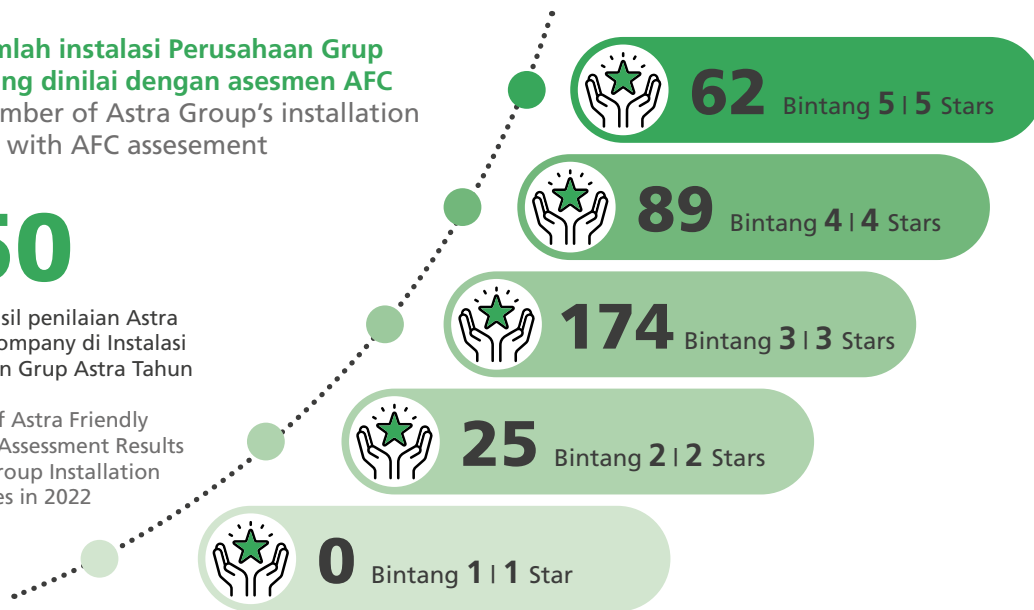
Pada tahun 2022, Astra telah melakukan asesmen Astra Friendly Company di 350 instalasi Grup Astra secara virtual sebagai upaya pencegahan penularan COVID-19 dengan tetap memperhatikan prosedur asesmen yang ditetapkan.

In 2022, Astra has conducted Astra Friendly Company assessments at 350 Astra Group installations virtually as an effort to prevent COVID-19 transmission while still paying attention to established assessment procedures.

**Total jumlah instalasi Perusahaan Grup Astra yang dinilai dengan asesmen AFC**  
Total number of Astra Group's installation assessed with AFC assessment

**350**

Jumlah Hasil penilaian Astra Friendly Company di Instalasi Perusahaan Grup Astra Tahun 2022  
Number of Astra Friendly Company Assessment Results in Astra Group Installation Subsidiaries in 2022



Keterangan | Note:

Data pada tabel di atas adalah data dari entitas induk, anak perusahaan, entitas asosiasi, dan entitas perusahaan patungan (270 perusahaan)  
The data in the table above are data of parent entity, subsidiaries, associates, and joint venture (270 companies)

# Pencapaian Yayasan-Yayasan Astra pada Tahun 2022

## Achievements of Astra's Foundations in 2022

Melalui berbagai Yayasan yang dikelola, Astra mencoba untuk memberikan kontribusi secara maksimal demi membangun dan mendukung pendidikan di Indonesia. Selain itu Astra juga berharap dapat membantu terciptanya tenaga kerja muda terampil serta membangun keberlanjutan dan kemandirian masyarakat melalui pengembangan dan pembinaan UMKM. Kegiatan kontribusi sosial dan lingkungan ini dilakukan oleh sembilan yayasan dalam Grup Astra.

Through the various Foundations it manages, Astra strives to contribute as much as possible to support educational development in Indonesia. Furthermore, Astra intends to contribute to the development of a talented young workforce as well as build a sustainable and independent society through the development and guidance of MSMEs. These social and environmental contribution activities are carried out through nine foundations within the Astra Group.



### Yayasan Toyota dan Astra (YTA)

Bidang Kegiatan: Pendidikan  
Field of Activity: Education

Yayasan Toyota dan Astra (YTA) didirikan sejak tahun 1974 oleh 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.

Yayasan Toyota dan Astra (YTA) was established in 1974 by PT Astra International Tbk and PT Toyota-Astra Motor with the vision of participating in the intellectual life of the nation through the programs that provide financial assistance and financing for educational activities, research and development of science and technology, educational aids and books, especially automotive technology. The YTA program focuses on improving the quality of primary and secondary education quality and on public university teachers conducting research in the Masters's or Doctoral program.



**115,560** Orang | People

Penerima Manfaat  
Beneficiaries



**Rp88.30** miliar | billion

Dana yang tersalurkan  
Funds disbursed

**Keterangan | Note:**

Total kumulatif penerima beasiswa dari SD sampai perguruan tinggi hingga 2022 dengan total donasi mencapai Rp88,3 miliar.  
Cumulative total of scholarship recipients from elementary school to college until 2022 with total donations reaching Rp88.3 billion.



## 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)

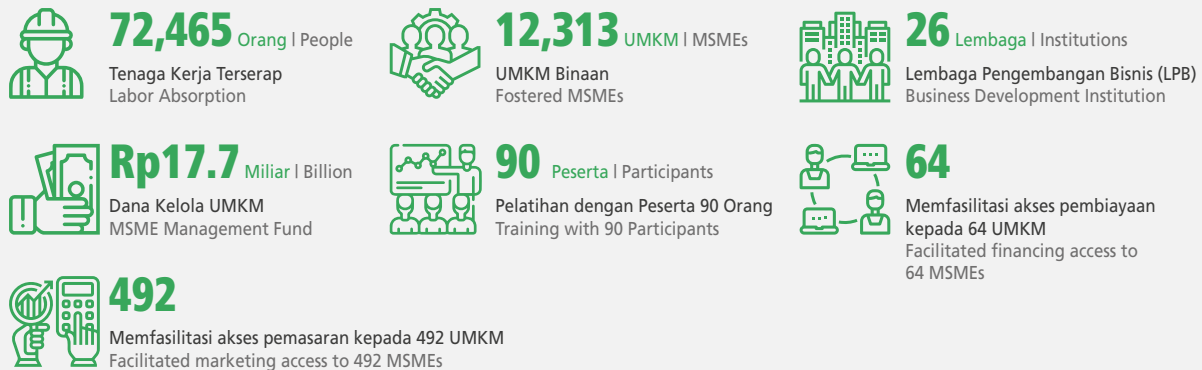
Yayasan Dharma Bhakti Astra (YDBA) merupakan yayasan yang didirikan oleh pendiri Astra, William Soeryadjaya pada 1980 dengan filosofi 'Berikan Kail Bukan Ikan'. YDBA didirikan sebagai komitmen Astra untuk berperan serta aktif dalam membangun bangsa, seperti yang diamanatkan dalam butir pertama filosofi Astra, Catur Dharma, yaitu "Menjadi Milik yang bermanfaat bagi Bangsa dan Negara". Sejalan dengan cita-cita Astra untuk Sejahtera Bersama Bangsa, YDBA juga terus berupaya mengembangkan UMKM di Indonesia agar naik kelas, mandiri dan dapat bersaing baik di pasar nasional maupun global. Sehingga berdampak pada peningkatan ekonomi UMKM yang juga turut menciptakan lapangan pekerjaan. YDBA menjalankan program tanggung jawab sosial Astra dengan fokus pada pembinaan UMKM yang meliputi UMKM manufaktur, baik terkait *value chain* bisnis Astra, maupun yang tidak terkait, bergelut umum roda empat dan roda dua, kerajinan & kuliner serta pertanian.

Dalam menjalankan pembinaan UMKM, YDBA mendirikan Lembaga Pengembangan Bisnis (LPB) yang berperan sebagai manager program, motivator dan konsultan UMKM di wilayah tersebut secara rutin dan konsisten. Saat ini terdapat 13 LPB aktif yang tersebar di Cakung, Jakarta Timur; Banyuwangi, Jawa Timur; Yogyakarta, DIY; Klaten, Solo, Tegal, Banyumas, Jawa Tengah; Tarikolot dan Puncak Dua, Jawa Barat; Sangatta, Paser, Bontang, Kalimantan Timur dan Manggarai Barat, NTT. YDBA juga memiliki project pembinaan UMKM di wilayah Lebak, Banten.

Yayasan Dharma Bhakti Astra (YDBA) is a foundation established by Astra's founder, William Soeryadjaya in 1980 with the philosophy of 'Give the Hook Not the Fish'. YDBA was established as Astra's commitment to play an active role in building the nation, as mandated in the first point of Astra's philosophy, Catur Dharma, which is "To Be an Asset to the Nation". In line with Astra's ideals to Prosper Together with the Nation, YDBA also continues to strive to develop MSMEs in Indonesia so that they upgrade, become independent and can compete both in national and global markets. Overall, YDBA's initiatives improve the outlook of the MSME economy, and also creates more employment opportunities. YDBA runs Astra's social responsibility program with a focus on fostering MSMEs which include manufacturing MSMEs, both related to Astra's business value chain and those that are not related, four-wheeled and two-wheeled general workshops, crafts & culinary and agriculture.

In carrying out the development of MSMEs, YDBA established a Business Development Institute (LPB), which acts as a program manager, motivator and consultant for MSMEs in the region regularly and consistently. Currently, 13 active LPBs in Cakung, East Jakarta; Banyuwangi, East Java; Yogyakarta, DIY; Klaten, Solo, Tegal, Banyumas, Central Java; Tarikolot and Puncak Dua, West Java; Sangatta, Paser, Bontang, East Kalimantan and West Manggarai, NTT. YDBA also has an MSME development project in Lebak, Banten.

### Kegiatan Program Yayasan pada Tahun 2022 | Foundation Program Activities in 2022



**Keterangan | Note:**  
 Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
 Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Astra Bina Ilmu – Politeknik Astra

**Bidang Kegiatan:** Pendidikan  
**Field of Activity:** Education

Politeknik Astra didirikan pada tahun 1995 oleh PT Federal Motor yang saat ini bernama PT Astra Honda Motor (PT AHM) dengan nama Akademi Teknik Federal dan berada di bawah naungan Yayasan Federal Bina Ilmu. Pada tahun 2001 Akademi Teknik Federal berganti nama menjadi Politeknik Manufaktur Astra (Polman Astra).

Politeknik Astra yang sebelumnya bernama Politeknik Manufaktur Astra menyelesaikan konstruksi dan pemasangan panel surya sebanyak 860 panel di atap seluas 4.100 m<sup>2</sup> pada gedung kampus utama. Panel-panel itu mampu menghasilkan energi listrik maksimal hampir 0,5 MWp (tepatnya 449 KWp). Proyek kolaborasi dengan PT Energia Prima Nusantara melibatkan Program Studi Diploma 3 Pembuatan Peralatan Perkakas Produksi, Teknik Produksi dan Proses Manufaktur, serta Teknologi Konstruksi Bangunan Gedung.

Astra Polytechnic was established in 1995 by PT Federal Motor, which is currently named PT Astra Honda Motor (PT AHM) under the name Federal Engineering Academy and is under the auspices of the Federal Bina Ilmu Foundation. In 2001 the Federal Technical Academy changed its name to Astra Manufacturing Polytechnic (Polman Astra).

Politeknik Astra, formerly known as Politeknik Manufaktur Astra, completed the construction and installation of 860 solar panels on the 4,100 m<sup>2</sup> roof of the main campus building. The panels can generate a maximum electrical energy of nearly 0.5 MWp (449 KWp, to be exact). The collaborative project with PT Energia Prima Nusantara involved the Diploma 3 Study Programs of Production Tools Equipment Manufacturing, Production and Manufacturing Process Engineering, and Building Construction Technology.

Politeknik Astra adalah institusi pendidikan tinggi vokasi yang berada di bawah naungan Yayasan Astra Bina Ilmu (YABI), satu dari sembilan Yayasan yang dimiliki oleh PT Astra International Tbk.

Saat ini Politeknik Astra memiliki 7 program studi yaitu 6 Diploma 3: Teknik Pembuatan Peralatan Perkakas Produksi (P4), Teknik Produksi dan Proses Manufaktur (TPPM), Manajemen Informatika (MI), Mesin Otomotif (MO), Mekatronika (MK) dan Teknologi Konstruksi Bangunan Gedung (TKBG), serta 1 program studi Sarjana Terapan (Diploma 4) Teknologi Rekayasa Pemeliharaan Alat Berat (TRPAB). Sejak tahun 2009 Politeknik Astra telah memberikan kesempatan kepada lebih dari 900 mahasiswa untuk mendapatkan beasiswa melalui program Beasiswa Astra dari PT Astra International Tbk. Pada tahun 2022, Politeknik Astra menyalurkan beasiswa Astra dengan nilai lebih dari Rp8 miliar. Politeknik Astra telah meluluskan 4.057 alumni yang berkontribusi melalui kompetensi teknis yang dibutuhkan industri di Indonesia khususnya di Grup Astra. Grup Astra sendiri menyerap alumni Politeknik Astra rata-rata sekitar 50% pada kurun waktu 5 tahun terakhir.

Politeknik Astra di bawah naungan YABI memiliki visi menjadi institusi pendidikan tinggi vokasi terdepan dalam menghasilkan lulusan berkompentensi dengan standar internasional dan mengembangkan teknologi terapan yang relevan dengan industri masa kini dan mendatang. Politeknik Astra menyediakan pendidikan tinggi vokasi berbasis teknologi terapan yang memberikan nilai tambah untuk peningkatan kesejahteraan masyarakat. Melalui Politeknik Astra, pada tahun 2022 YABI mencanangkan program peningkatan kuantitas mahasiswa. Untuk mewujudkan hal tersebut, sejumlah inisiatif dilakukan, antara lain dengan pembangunan Kampus Politeknik ASTRA Delta Silicon Cikarang yang tengah dikembangkan, nantinya kampus pengembangan ini dapat mengakomodir student body sebesar 2.000 mahasiswa di tahun 2024.

Penambahan *student body* ini tentunya meningkatkan jumlah kontribusi lulusan yang unggul dalam penguasaan teknologi, yang tentunya makin berdampak positif bagi perkembangan industri di Indonesia. Peningkatan *student body* dilaksanakan melalui penguatan sinergi kemitraan dengan industri Grup Astra, terutama dengan pemberian program beasiswa. Tahun 2022 AHEMCE Group memberikan 50 paket beasiswa untuk mahasiswa tahun ajaran 2022/2023, program ini menambah portofolio program beasiswa Astra yang pada tahun 2022 telah tersalurkan kepada 53 mahasiswa untuk skema beasiswa prestasi serta 39 mahasiswa untuk skema beasiswa "IPK 3 terbaik".

Angka kuantitatif capaian target utama YABI - Politeknik Astra

1. Mendirikan Program Studi di tingkat Sarjana Terapan (Diploma 4) Teknologi Rekayasa Pemeliharaan Alat Berat yang akan menerima mahasiswa baru pada tahun 2023.
2. Aktivitas pembinaan SMK dan UKM dengan jumlah penerima manfaat lebih dari 900 orang.
3. Keterserapan lulusan tahun 2022 di Grup Astra sebanyak 54,33%, lulusan lainnya terserap di industri lainnya dan melanjutkan studi ke jenjang lebih tinggi.
4. Meluluskan 11 orang Program Bachelor Professional Automotive Mechatronics Batch ke-2 yang merupakan program sertifikasi standar Meister Jerman pertama di Asia.
5. Mendapatkan hibah *matching fund* (Kedaireka) dari Kementerian Pendidikan, Riset dan Teknologi untuk pengembangan Heavy Duty Track-less Automated Guided Vehicle (AGV).
6. Menorehkan 20 prestasi (top 3 nasional) pada ajang kompetisi mahasiswa.

Astra Polytechnic is a vocational higher education institution under the auspices of Yayasan Astra Bina Ilmu (YABI), one of the nine Foundations owned by PT Astra International Tbk.

Currently Astra Polytechnic has 7 study programs, namely 6 Diploma 3: Production Tools Equipment Manufacturing Engineering (P4), Production and Manufacturing Process Engineering (TPPM), Information Management (MI), Automotive Machinery (MO), Mechatronics (MK) and Building Construction Technology (TKBG), and 1 Applied Bachelor study program (Diploma 4) Heavy Equipment Maintenance Engineering Technology (TRPAB). Since 2009 Astra Polytechnic has provided opportunities for more than 900 students to get In 2022, Astra Polytechnic distributed Astra scholarships valued at more than Rp8 billion. Astra Polytechnic has graduated 4,057 alumni who contribute through technical competencies needed by industries in Indonesia, especially in Astra Group. Astra Group absorbs Astra Polytechnic alumni on average around 50% in the last 5 years.

Under the YABI, Astra Polytechnic's vision is to become a leading vocational higher education institution in producing competent graduates with international standards and developing applied technology relevant to current and future industries. Astra Polytechnic provides vocational higher education based on applied technology that provides added value to improve the welfare of society. Through Astra Polytechnic, in 2022, YABI launched a program to increase the number of students. To realize this, several initiatives were carried out, including constructing the ASTRA Delta Silicon Cikarang Polytechnic Campus, which is being developed; later, this development campus can accommodate a student body of 2,000 students in 2024.

This increase in the student body certainly increases the number of contributions by graduates who possess technological skills which of course has an increasingly positive impact on the development of industry in Indonesia. The increase in student body is conducted through strengthening partnership synergies with Astra Group industries, especially by providing scholarship programs. In 2022 AHEMCE Group provides 50 scholarship packages for students in the academic year 2022/2023, this program increases the Astra scholarship program portfolio that in 2022 has been distributed to 53 students for the achievement scholarship scheme and 39 students for the "Best 3 GPA" scholarship scheme.

Quantitative numbers of YABI - Astra Polytechnic main target achievements

1. Establish a Study Program at the Applied Bachelor level (Diploma 4) Heavy Equipment Maintenance Engineering Technology which will accept new students in 2023.
2. Vocational and SME coaching activities with more than 900 beneficiaries
3. The employment of 2022 graduates in Astra Group is 54.33%, other graduates are employed in other industries and continue their studies to a higher level.
4. Graduated 11 people from the 2nd Batch of Bachelor Professional Automotive Mechatronics Program which is the first German Meister standard certification program in Asia.
5. Received a Matching Fund (Kedaireka) grant from the Ministry of Education, Research and Technology for the development of a Heavy Duty Track-less Automated Guided Vehicle (AGV).
6. Carved 20 achievements (top 3 nationally) in student competitions



**1,040** Orang | People

Penerima Manfaat  
Beneficiaries



**>Rp10** miliar | billion

Dana yang tersalurkan  
Funds disbursed

Keterangan | Note:

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Astra Honda Motor (YAHM)

**Bidang Kegiatan:** Pendidikan, Road Safety, Environment & Community Development  
**Field of Activity:** Education, Road Safety, Environment & Community Development

Yayasan Astra Honda Motor (YAHM) yang berdiri pada tahun 1995 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.

By establishing scholarship programs for underprivileged and exceptional students, the Astra Honda Motor Foundation (YAHM) founded in 1995 supports the community in education and social development. The Foundation also builds supporting facilities for educational institutions, conducts educational programs on motorcycle safety on the road, promotes environmental conservation, and sponsors charitable activities relating to various social and cultural events, including natural disasters.

Pada 2022, Yayasan AHM telah memberikan beasiswa, pembinaan generasi muda dengan pendidikan keterampilan teknik sepeda motor Honda, penanaman pohon, renovasi sekolah dan pemberdayaan ekonomi usaha bengkel dari siswa sekolah binaan.

The AHM Foundation has provided scholarships, equipping the next generation with technical skills in handling Honda motorcycles, tree planting, school restoration, and economic empowerment of workshop companies from foster school students by 2022.



**24,583** Orang | People

Penerima Manfaat  
Beneficiaries



**Rp5** miliar | billion

Dana yang tersalurkan  
Funds disbursed

### Angka kuantitatif capaian target utama YAHM | Quantitative figures of YAHM's main target achievements



**1,115** Orang | People  
Total Penerima Beasiswa  
Total Scholarship Recipients



**14,536** Anak | Kids  
Teredukasi etika berlalu lintas aman dan nyaman  
Educated of safe and comfortable traffic ethics



**30** Bengkel | Workshops  
Pengembangan usaha bengkel sepeda motor alumni SMK TBSM Binaan  
Development of motorcycle workshop businesses for alumni of TBSM Foster Vocational Schools



**8,890** Orang | People  
Peserta Safety Riding  
Safety Riding Participants



**16** Motor | Motorcycles  
Untuk pengembangan pendidikan vokasi teknik sepeda motor Honda  
For the development of vocational engineering of Honda motorcycle



**5** Fasilitas | Facilities  
Safety Riding Lab  
Safety Riding Lab

**Keterangan | Note:**

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
 Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Amaliah Astra (YAA)

**Bidang Kegiatan:** Pendidikan, Pemberdayaan Ekonomi, Santunan Sosial  
**Field of Activity:** Education, Economic Empowerment, Social Compensation

Selaras dengan cita-cita Astra yaitu "Sejahtera Bersama Bangsa", Yayasan Amaliah Astra (YAA) terus bergerak untuk mewujudkan Profesional Muslim Astra dan Islam rahmatan lil'alamiin yang berjalan melalui empat divisinya yaitu Sosial Religi, Layanan Amal, Kemitraan serta Administrasi & Keuangan.

Yayasan Amaliah Astra (YAA) yang didirikan pada tahun 2001 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.

Divisi Sosial Religi menjalankan program utama yang bernama Masjid Astra dan Astra Gema Islami (AGI). Melalui Masjid Astra, YAA menyelenggarakan sejumlah kegiatan seperti aktivitas ibadah, pengajaran keislaman, dan beragam lomba dalam Astra Gema Islami (AGI), yang fungsinya mempererat solidaritas sesama umat Muslim dan meningkatkan pengetahuan agama Islam.

Sedangkan melalui Layanan Amal, YAA juga memfasilitasi pemberian zakat, infaq, dan sedekah (ZIS) yang disalurkan untuk beasiswa dan modal wirausaha masyarakat. Bidang Kemitraan berperan dalam memberikan bantuan pelayanan umroh, aqiqah, serta pelatihan teknis *air conditioner* (AC). Sementara Bidang Administrasi Keuangan berperan untuk menjaga proses internal sesuai dengan prinsip tata kelola yayasan yang baik.

**Kalkulator Jejak Karbon**  
 Guna meningkatkan kesadaran serta mengedukasi Insan Astra dan masyarakat agar lebih peduli tentang jejak karbon dengan cara yang mudah, YAA meluncurkan Kalkulator Jejak Karbon yang dapat diakses melalui website [amaliah.id](http://amaliah.id).

Fitur edukasi tersebut memiliki berbagai informasi seperti: apa itu jejak karbon, penyebab, dampak, apa yang bisa dilakukan, serta penghitungan jejak karbon. Pada bagian akhir pengunjung *website* akan diajak untuk membuat komitmen sederhana untuk mengurangi jejak karbon. Sejak diluncurkan, lebih dari 800 orang telah berpartisipasi dalam program ini.

In keeping with Astra's goals of "Prosper with the Nation," Yayasan Amaliah Astra (YAA) continues to strive to achieve Astra Muslim Professionals and Islam rahmatan lil'alamiin via its four divisions: Social Religion, Charity Services, Partnership, and Administration & Finance.

Yayasan Amaliah Astra (YAA) was established in 2001 to develop Intellectual Quotient (IQ), Emotional Quotient (EQ) and Spiritual Quotient (SQ) of Astra's Muslim Professionals through social and religious activities. YAA activities are carried out through the Astra Mosque, such as religious celebrations and activities to strengthen solidarity among Muslim professionals and increase Islamic religious knowledge, develop and foster prospective religious leaders and also facilitate the provision of zakat, infaq and sedekah (ZIS) which are channeled for scholarships and community entrepreneurial capital.

The Social Religion Division runs the Masjid Astra and Astra Gema Islami (AGI) program. YAA conducts various events through Masjid Astra, including worship activities, Islamic education, and numerous competitions in Astra Gema Islami (AGI) to develop Muslim unity and enhance Islamic religious knowledge.

YAA also provides zakat, infaq, and sadaqah (ZIS) through Charity Services, which are channeled as scholarships and community entrepreneurial capital. The Partnership Division assists with Umrah services, aqiqah, and training air conditioner (AC) personnel. The Financial Administration Division is responsible for keeping internal processes in line with sound foundation governance standards.

**Carbon Footprint Calculator**  
 To raise awareness and educate Astra employees and the public to be more concerned about carbon footprints on an easily accessible platform, YAA launched a Carbon Footprint Calculator, which can be accessed through the [amaliah.id](http://amaliah.id) website.

The educational feature has various facts such as: what is a carbon footprint, its causes, impacts, what can be done, and carbon footprint calculation. After visiting the website, visitors are invited to commit to reducing their carbon footprint. Since its launch, more than 800 people have participated in the program.



**80,725** Orang | People

Penerima Manfaat  
Beneficiaries



**Rp22.50** miliar | billion

Dana yang tersalurkan  
Funds disbursed

**Keterangan | Note:**  
 Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
 Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Karya Bakti United Tractors (YKBUT)

Bidang Kegiatan: Pendidikan  
Field of Activity: Education

Yayasan Karya Bakti United Tractors (YKBUT) yang berdiri pada tahun 2008 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 2022 tercatat lulusan UT School mencapai 30.539 orang.

Selain keterampilan mekanik dan operator alat berat, UT School juga menyelenggarakan Program *Upskilling* yang selaras dengan era digitalisasi yaitu untuk bidang "Programmer" dengan durasi selama 7 bulan pada setiap batch yang dijalankan. Proses pembelajaran yang diterapkan terdiri dari orientasi siswa, *In Class Training*, *On the Job Training* (OJT) dan *Project Evaluation*. Hingga tahun 2022, UT School telah membuka 3 batch dengan total sebanyak 31 siswa.

Pada tanggal 20 Mei 2022, UT School berhasil melepas sebanyak 59 alumni untuk mengikuti program pemagangan ke Jepang (*Technical Internship Training Program*). Pelepasan peserta magang ini merupakan program perdana hasil kerja sama antara UT School, UD Truck dan OS Selanjaya. Selama mengikuti program pemagangan ini, peserta akan berada di Jepang selama 3 tahun dengan peran layaknya teknisi yang bertanggung jawab untuk pekerjaan perawatan truk berkala.

Pada bulan Agustus 2022, UT School bersama PT United Tractors Tbk telah melakukan *launching batch* pertama "Papuan Bright Program". Program ini merupakan program pelatihan di bidang mekanik alat berat yang dilaksanakan selama 6 bulan dalam rangka mencerdaskan anak bangsa, khususnya siswa yang berada di area Papua agar memiliki kompetensi di bidang alat berat dan siap terjun ke dunia kerja. Program ini dibuka di 2 titik baru lokasi pelatihan UT School, yaitu di Timika dan Jayapura. Papuan Bright Program terdiri dari pembinaan mental dan sikap (Bintalsik), *In Class Training* dan OJT yang diikuti oleh 10 peserta di UT School Jayapura dan 14 peserta di UT School Timika.

Yayasan Karya Bakti United Tractors (YKBUT) established in 2008 aspires to be the world's most excellent heavy equipment operator and mechanic education institution. The UT School is a venue for delivering intense education programs to prepare professional heavy equipment operators and mechanics by worldwide standards. UT School not only arranges education to meet the demands of Astra Group and its clients, but it also encourages establishing vocational schools to promote quality improvement and national industry standards. Since its launch in 2009 until the end of 2022, there have been 30,539 UT School graduates.

In addition to mechanical skills and heavy equipment operators, UT School held a digitalization-era Upskilling Program, notably for the area of "Programmer," with a 7-month duration in each batch run. Student orientation, in-class training, on-the-job training (OJT), and project evaluation are all part of the learning process. UT School has three batches with a total of 31 students through 2022.

On May 20, 2022, UT School dispatched 59 alumni to participate in an apprenticeship program to Japan (Technical Internship Training Program). Sending these apprentices to Japan is part of the inaugural program resulting from the collaboration between UT School, UD Truck and OS Selanjaya. During this apprenticeship program, participants will be in Japan for three years carrying out the role of technicians responsible for periodic truck maintenance work.

In collaboration with PT United Tractors Tbk, UT School launched the first batch of the "Papuan Bright Program" in August 2022. This program is a 6-month training program in heavy equipment mechanics designed to prepare the nation's youth, particularly those in the Papua region, to be competent in heavy equipment and ready to become employed. This curriculum has been launched at two new UT School training locations, Timika and Jayapura. The Papuan Bright Program, which includes mental and attitude development (Bintalsik), in-class training, and on-the-job training (OJT), was attended by 10 students from UT School Jayapura and 14 from UT School Timika.



**2,880** Orang | People

Penerima Manfaat  
Beneficiaries



**Rp 10.64** miliar | billion

Dana yang tersalurkan  
Funds disbursed

Keterangan | Note:

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
Data shown above is accumulative achievement data up to the end of 2022



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

**Bidang Kegiatan:** Pendidikan  
**Field of Activity:** Education

Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR) didirikan pada tahun 2009 memiliki visi untuk membantu sekolah-sekolah tingkat dasar dan menengah di daerah tertinggal dalam bentuk pengembangan sumber daya manusia, pengembangan kurikulum dan manajemen sekolah yang profesional.

Established in 2009, Yayasan Pendidikan Astra-Michael D. Ruslim (YPA-MDR) vision is to assist primary and secondary schools in underdeveloped areas in the form of human resource development, curriculum development and professional school management.

Pada 2022, YPA-MDR membangun empat gedung sekolah di Kabupaten Kupang dan Rote Ndao di NTT. Selain itu, terdapat satu sekolah binaan mendapatkan predikat Sekolah Adiwiyata Mandiri dan satu Sekolah Adiwiyata Nasional serta Peluncuran Destinasi Eduwisata Pembatik Cilik Pandak.

In 2022, YPA-MDR built four school buildings in Kupang and Rote Ndao regencies in NTT. In addition, there is one foster school that received the Adiwiyata Mandiri School title and one National Adiwiyata School and the Launch of the Pembatik Cilik Pandak Education-Tourism Destination.



**1,745** Guru | Teachers  
**23,680** Siswa | Students

Penerima Manfaat  
Beneficiaries



**Rp32.09** miliar | billion

Dana yang tersalurkan  
Funds disbursed



**110** Unit | Units

Sekolah binaan  
Foster schools



**4** Sekolah | Schools

Penggerak  
Mover

**Platinum**

Dalam Indonesia Sustainable Development Goals Award (ISDA) 2022  
In Indonesia Sustainable Development Goals Award (ISDA) 2022



**95** Karya Inovasi | Innovation

Melalui Program Pekan Inovasi Guru (PIGUR).  
Through the Teacher Innovation Week Program (PIGUR).



**11** Guru | Teachers

Penggerak  
Mover

Keterangan | Note:

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Astra Agro Lestari (YAAL)

Bidang Kegiatan: Pendidikan  
Field of Activity: Education

Yayasan Astra Agro Lestari (YAAL) didirikan pada tahun 2010 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.

Hingga tahun 2022, YAAL telah membangun 60 sekolah mulai TK hingga SMP berikut pendampingan manajemen sekolah serta pengembangan 486 tenaga pengajar yang berkualitas. Program YAAL juga menasar pada 194 sekolah eksternal milik Pemerintah yang merupakan sekolah binaan di desa sekitar wilayah operasional Perseroan.

### PROPENLING HIJAU (Program Pendidikan Lingkungan)

Sekolah YAAL menerapkan Propenling Hijau yang mencakup beberapa program di antaranya:

- Pengolahan sampah terpadu menjadi beberapa produk; kompos, baju daur ulang, kerajinan tangan;
- Pengolahan limbah terpadu di antaranya; pembuatan kerajinan tangan dari lidi sawit, nutrisi hidroponik dari limbah daun, ecobrick dari cangkang kelapa sawit;
- Pengembangan kapasitas kebun sekolah untuk penanaman tanaman sayur, buah, TOGA yang diintegrasikan dengan program entrepreneurship budidaya ikan;
- Kampanye jalan sehat sebagai salah satu upaya pengurangan emisi GRK serta penggunaan panel surya di sekolah (tahun 2022: berjalan di 3 Sekolah YAAL).

### P2Ka (Program Pencegahan Kekerasan pada anak)

Sekolah YAAL menerapkan P2Ka yang mencakup beberapa program di antaranya:

- Sosialisasi peraturan/UU perlindungan anak kepada guru dan orang tua siswa;
- Pelatihan guru untuk implementasi *sex education*, pembelajaran karakter anak, pengembangan aspek psikososial anak;
- Program parenting kepada orang tua untuk pola asih-asah-asuh dalam keluarga.

### PRESTASI Tahun 2022

- Sekolah Adiwiyata Mandiri (SMP Astra Agro Lestari)
- Sekolah Adiwiyata Nasional (SDS Nirmala Cendekia)
- Jumlah Sekolah YAAL: 60 Sekolah (37 TK, 13 SD, 10 SMP)
- Jumlah Siswa di Sekolah YAAL: 8,514
- Jumlah Guru di Sekolah YAAL: 486 Guru
- Jumlah Pengurus Komite di Sekolah YAAL: 60 orang

Yayasan Astra Agro Lestari (YAAL) established in 2010 was established with the vision of creating the best schools in the plantation operational areas through the provision of better education for employees’ families and surrounding communities, as well as producing graduates with good academic achievement, ability to innovate, good character, and who care about the health and safety of the environment.

Until 2022, YAAL has built 60 schools from kindergarten to junior high school along with school management support while developing the skills of 486 qualified teaching staff. The YAAL program also targets 194 external schools owned by the Government which become foster schools in villages around the Company’s operational areas.

### GREEN PROPENLING (Environmental Education Program)

YAAL School implements Green Propenling which includes several programs including:

- Integrated waste management into several products; compost, recycled clothes, handicrafts;
- Integrated waste management including; making handicrafts from palm sticks, hydroponic nutrition from leaf waste, ecobricks from palm shells;
- Capacity building of school gardens for planting vegetable, fruit, TOGA plants integrated with fish farming entrepreneurship program;
- Healthy walking campaign as one of the efforts to reduce GHG emissions and the use of solar panels in schools (in 2022: running in 3 YAAL Schools).

### P2Ka (Child Violence Prevention Program)

YAAL schools implement the Child Violence Prevention Program which includes several programs including:

- Sharing knowledge of child protection laws/regulations to teachers and parents;
- Teacher training for the implementation of sex education, child character learning, development of children’s psychosocial aspects;
- Implementing a parenting program to parents for loving-honoring-nurturing patterns in the family.

### ACHIEVEMENTS in 2022

- Adiwiyata Mandiri School (Astra Agro Lestari Junior High School)
- National Adiwiyata School (SDS Nirmala Cendekia)
- Number of YAAL Schools: 60 Schools (37 kindergartens, 13 elementary schools, 10 junior high schools)
- Number of Students in YAAL Schools : 8.514
- Number of Teachers in YAAL Schools : 486 Teachers
- Number of Committee Managers in YAAL Schools : 60 persons



**29,580** Orang | People

Penerima Manfaat  
Beneficiaries



**Rp560** juta | million

Dana yang tersalurkan  
Funds disbursed

Keterangan | Note:

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
Data shown above is accumulative achievement data up to the end of 2022



## Yayasan Insan Mulia Pama (YIMP)

**Bidang Kegiatan:** Sosial Keagamaan  
**Field of Activity:** Religious Social

Yayasan Insan Mulia Pama (YIMP) berdiri tahun 2014 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, sedekah, penyelenggaraan dakwah dan kajian serta penyelenggaraan program sosial kemasyarakatan pada 35 area operasi Pamapersada Nusantara Grup yang tersebar di DKI Jakarta, Kalimantan Selatan, Kalimantan Tengah, Kalimantan Timur, dan Sumatera Selatan serta provinsi Nusa Tenggara Barat, Indonesia.

Pada 2022, YIMP memberikan sejumlah kontribusi kepada masyarakat seperti pada bidang pendidikan, program sedekah makanan dan minuman, pembangunan sarana penunjang dakwah, bantuan *asatidz* dan *asatidzah*, bantuan sembako masyarakat sekitar, 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, serta bantuan kepada *ghorimin* dan *fisabilillah*.

YIMP juga mengadakan *event* perdana Ghiroh Insan Mulia Pama (lomba keagamaan antar karyawan PAMA Grup), Wakaf Al-Qur'an, Bantuan Untuk Korban Gempa Cianjur dalam bentuk sembako dan bantuan sumber air bor, pemulihan instalasi sumber air bersih, peluncuran Karakter Insan Mulia Pama Amanah, serta pengadaan mobil pengantaran jenazah gratis bagi karyawan dan masyarakat sekitar.

Yayasan Insan Mulia Pama (YIMP) was founded in 2014 to positively contribute to the company's and society's growth by encouraging employees to espouse the values of faith, devotion, and noble character. The Insan Mulia Pama Foundation program manages infaq, alms, organizes da'wah, and organizes social community activities in 35 Pamapersada Nusantara Group operations area in DKI Jakarta, South Kalimantan, Central Kalimantan, East Kalimantan, South Sumatra, and West Nusa Tenggara provinces in Indonesia.

In 2022, YIMP made a number of contributions to the community such as in the field of education, food and beverage alms program, construction of supporting facilities for da'wah, *asatidz* and *asatidzah* assistance, basic food assistance for the surrounding community, Disaster Care infaq assistance, Virtual Da'wah program, procurement of books / tafsir books, fiqh for employees and ASN, celebration of religious holidays, health programs, compensation programs and assistance for the poor, distributing Muallaf Village wells, and assistance to *ghorimin* and *fisabilillah*.

YIMP also held the inaugural Ghiroh Insan Mulia Pama event (religious competition between PAMA Group employees), Al-Qur'an Waqf, Assistance for Cianjur Earthquake Victims in the form of basic necessities and drilled water source assistance, restoration of clean water source installations, launching the Character of Insan Mulia Pama Amanah, and procurement of free hearse services for employees and the surrounding community



**12,859** Orang | People

Penerima manfaat pada tahun 2022  
 Total beneficiaries in 2022



**Rp 11.8** miliar | billion

Dana yang tersalurkan  
 Funds disbursed

**Keterangan | Note:**

Data yang ditunjukkan di atas adalah data pencapaian akumulasi sampai dengan akhir tahun 2022  
 Data shown above is accumulative achievement data up to the end of 2022





# Task Force on Climate- Related Financial Disclosures

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## PENDAHULUAN

Astra menyadari pentingnya mitigasi dan adaptasi iklim. Kami menyadari adanya potensi gangguan perubahan iklim terhadap lini bisnis kami yang terdiri dari otomotif; jasa keuangan; alat berat, pertambangan, konstruksi dan energi; agribisnis; infrastruktur dan logistik; teknologi informasi serta properti.

Astra berkomitmen untuk berperan dalam menjawab tantangan iklim sesuai dengan target Nationally Determined Contribution (NDC) Indonesia menuju *Paris Agreement* dengan menurunkan emisi Gas Rumah Kaca (GRK) bersamaan dengan membangun bisnis yang lebih berkelanjutan dan *climate-resilient* yang mampu beradaptasi terhadap dan memitigasi dampak perubahan iklim di masa depan.

Visi iklim Astra tertanam pada Strategi Triple-P Roadmap - Portofolio, People, dan Public Contribution - yang telah direjuvenasi pada tahun 2022 dengan mengintegrasikan keberlanjutan secara penuh ke dalam tiga pilar strategis ini. Kami telah meningkatkan perjalanan keberlanjutan kami dengan memadukan fokus kami pada masyarakat dengan fokus pada iklim dan planet. Kami ingin menjadi bisnis yang lebih berkelanjutan yang berkontribusi pada kekuatan dan ketahanan ekonomi Indonesia serta mendukung masyarakat yang sejahtera dan inklusif.

Pada bulan Mei 2022, Astra mendeklarasikan Astra 2030 Sustainability Aspirations, yang di antaranya memuat komitmen Astra terkait iklim, seperti pengurangan emisi gas rumah kaca untuk *scope 1* dan *2*, meningkatkan bauran energi terbarukan serta meningkatkan pendapatan non-batu bara.

Selain itu, Astra mempercepat kemajuan aksi iklimnya dengan mengembangkan lebih lanjut strategi dekarbonisasi yang saat ini sudah dilakukan.

Astra juga mulai melaksanakan TCFD melalui TCFD *readiness assessment*, yang menjadi acuan arah Astra menuju implementasi TCFD.

Selanjutnya, kami terus meningkatkan integrasi *climate-related action* ke dalam bisnis kami dengan membekali manajemen dan karyawan dengan peningkatan kapasitas dalam bidang iklim yang relevan serta memasukkan iklim ke dalam kerangka kerja Manajemen Risiko Perusahaan (*Astra's Enterprise Risk Management framework*) pada tahun 2022.

## INTRODUCTION

Astra acknowledges the importance of climate mitigation and adaptation. We are cognizant of the potential for climate-driven disruption across our business lines, comprising automotive; financial services; heavy equipment, mining, construction and energy; agribusiness; infrastructure and logistics; information technology as well as property.

Astra is committed to playing its role in responding to climate challenges in accordance with Indonesia's Nationally Determined Contribution (NDC) goals towards the Paris Agreement, by lowering its greenhouse gas (GHG) emissions whilst building a more sustainable and climate-resilient business that can adapt to and mitigate future impacts of climate change.

Astra's climate vision is rooted in the Triple-P Roadmap Strategy – Portfolio, People, and Public Contribution – which was rejuvenated in 2022 to fully integrate sustainability into these three strategic pillars. We have been advancing our sustainability journey, combining our focus on communities with a focus on climate and the planet. We wish to become a more sustainable business which contributes to the strength and resilience of the Indonesian economy that supports a prosperous and inclusive society.

In May 2022, Astra declared, the Astra 2030 Sustainability Aspirations, among which embed Astra's climate-related commitments, such as GHG emission reduction for *scope 1* and *2*, increasing renewable energy mix and increasing revenues for non-coal related.

In addition, Astra accelerated its climate action progress by further developing decarbonization strategies that expand on existing decarbonization activities.







Astra also took the first step in the TCFD journey through initiating a TCFD *readiness assessment*, which guided Astra's direction towards TCFD implementation.

Further, we continued to deepen the integration of climate-related actions into our businesses by equipping management and staff with relevant climate capacity building as well as incorporating climate into Astra's Enterprise Risk Management framework in 2022.

Kami percaya bahwa Astra berada pada posisi yang tepat untuk memanfaatkan peluang iklim saat ini dan di masa depan. Kami telah mengimplementasikan berbagai *climate actions* dalam perjalanan iklim kami dan hal ini diwujudkan lebih lanjut melalui inisiatif program-program unggulan Grup:

We believe that Astra is well positioned to capitalize on current and future climate opportunities. We have implemented various climate actions in our climate journey, and this is further materialized through our group-wide flagship initiatives:

Tabel 1: Inisiatif Unggulan Astra terkait iklim  
Table 1: Astra Flagship Initiatives related to climate

| Inisiatif Program Unggulan Astra<br>Astra Flagship Initiatives                                       | Inisiatif Program Terkait Iklim<br>Climate Initiatives                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  Fuel Smart         | Meningkatkan kemajuan yang telah dicapai oleh seluruh unit bisnis Astra dalam hal efisiensi bahan bakar dan energi.<br>Building on the progress that all Astra business units have already made in fuel and energy efficiency. |
|  Renew & Reduce     | Meningkatkan kapasitas energi terbarukan dalam operasi kami.<br>Increasing our renewable capacity in our operations.                                                                                                           |
|  Go Nature          | Menerapkan <i>Nature Based Solution</i> , dimulai dengan inisiatif penanaman tiga juta pohon.<br>Deploying Nature Based Solutions, starting with an initiative to plant three million trees.                                   |
|  Renewable Future   | Fokus pada peningkatan proyek dan investasi energi terbarukan<br>Focusing on scaling up our renewable energy projects and investments.                                                                                         |
|  Future of Mobility | Melakukan investasi pada ekosistem kendaraan listrik di Indonesia<br>Pursuing investments in the electric vehicle ecosystem in Indonesia.                                                                                      |
|  Future of Mines  | Fokus pada diversifikasi ke pertambangan mineral non-batubara.<br>Focusing on diversifying into non-coal mineral mining.                                                                                                       |

Menuju tahun 2023, Astra akan melanjutkan perjalanannya dengan melakukan penilaian secara komprehensif terhadap risiko iklim (fisik dan transisi) dan peluang yang ada, kemudian melakukan analisis skenario iklim untuk menentukan prioritas sebagai dasar untuk menyusun *adaptation roadmap* Astra. Selanjutnya, kami berupaya meningkatkan ketahanan kami terhadap risiko terkait iklim dan berusaha untuk memanfaatkan peluang terkait iklim yang timbul dari transisi menuju ekonomi rendah karbon.

Moving forward to 2023, Astra will continue its journey by comprehensively assessing the climate risks (physical and transitional) and opportunities, thereafter, running climate scenarios analysis to determine priorities as the basis towards Astra’s adaptation roadmap. Subsequently, we seek to increase our resiliency against climate-related risks and strive to leverage climate-related opportunities arising from the transition towards a low carbon economy.

**TATA KELOLA**

**Pengawasan Dewan dan Komite**

Astra mengatur dan mengelola hal-hal yang berkaitan dengan iklim secara holistik yang melibatkan semua bagian yang relevan di dalam organisasi Grup, dengan pendekatan menyeluruh yang dikoordinasikan secara terpusat, seperti yang ditunjukkan pada Gambar 1.

**GOVERNANCE**

**Board and Committee Oversight**

Astra governs and manages climate-related matters holistically involving all relevant bodies of the Group’s organization, in a whole-of-group approach coordinated centrally, as shown in Figure 1.

Gambar 1: Struktur Organisasi Tata Kelola Iklim  
Figure 1: Climate Governance Organization Structure



Direksi bertanggung jawab untuk mengoordinasikan pelaksanaan isu-isu terkait iklim sebagai bagian dari agenda keberlanjutan yang lebih luas, yang diagendakan secara jelas dan konsisten dalam Rapat Direksi.

*Sustainability meeting* Direksi yang dilaksanakan setiap tiga bulan merupakan suatu forum yang digunakan untuk mendiskusikan dan menentukan strategi *sustainability* Grup, target dan perencanaan utama, dimana termasuk agenda iklim dan metrik di level Grup. Sebagai contoh,

The Board of Directors (BOD) is responsible for coordinating the implementation of climate-related issues as part of a broader sustainability agenda which features prominently and consistently in the BOD Meetings.

The BOD's quarterly Sustainability meetings are used as a forum to discuss and determine the group's sustainability strategy, targets and major action plans, which includes the group-level climate agenda and metrics. For example, global market stance on the low carbon economy transition

pandangan global terhadap transisi ekonomi rendah karbon dan NDC Indonesia menjadi dasar bagi Direksi untuk menetapkan target iklim yang diuraikan dalam Astra 2030 Sustainability Aspirations. Sustainability Meeting ini juga sebagai media bagi Direksi untuk meninjau secara holistik agenda terkait dengan iklim dari sudut pandang strategis Grup maupun setiap unit bisnis.

Kinerja dan target terkait iklim dari setiap unit bisnis ditinjau secara reguler oleh Direksi melalui *Group Corporate Review* yang dilakukan 3 kali dalam setahun. *Review* ini juga antara lain mendiskusikan pencapaian target iklim di bawah Astra 2030 Sustainability Aspirations dari setiap unit bisnis, tantangan dan peluang bagi setiap unit bisnis serta perencanaan aksi untuk mengatasi tantangan atau untuk meraih peluang yang ada.

Director in Charge (DIC) *Sustainability* bekerja sama dengan *Sustainability Steering Committee*, yang terdiri dari DIC dari beberapa lini bisnis prioritas yang terkait dengan risiko iklim. *Steering Committee* bertanggung jawab untuk meninjau, dan memantau strategi dan kegiatan iklim di tingkat grup dalam tingkat yang lebih rinci sebelum melaporkannya kepada Direksi.

Dewan Komisaris memiliki peran untuk mengawasi dan memberikan masukan kepada Direksi dalam pengelolaan bisnis. Direksi melaporkan rencana strategis terkait iklim dan kemajuan implementasi di bawah Astra 2030 Sustainability Aspirations kepada Dewan Komisaris. Direksi juga melaporkan manajemen identifikasi dan mitigasi risiko terkait iklim di level Grup kepada Dewan Komisaris melalui komitennya. Komite Audit (*Audit Committee*) bertanggung jawab, antara lain untuk membantu Dewan Komisaris dalam mengawasi kecukupan identifikasi dan mitigasi risiko terkait iklim.

### Peran manajemen dalam menilai dan mengelola risiko dan peluang terkait iklim

Astra telah menunjuk DIC *Sustainability* yang bertanggung jawab untuk mengoordinasikan dan memandu Grup dalam mengimplementasikan program dan kegiatan keberlanjutannya. Hal ini mencakup pelaksanaan berbagai inisiatif dan program untuk memenuhi Astra 2030 Sustainability Aspirations, memantau kemajuannya dan memastikan pencapaiannya di seluruh unit bisnis, serta bersama dengan DIC terkait pengelolaan risiko dan peluang terkait iklim.

Dalam pelaksanaannya, Direktur *Sustainability* didukung oleh *Sustainability Working Group*, yang terdiri dari Astra Head Office (HO) Core Team, Direktur *Sustainability* unit bisnis serta tim pendukung dari Astra HO lainnya, yang bersama-sama bekerja secara sinergis untuk memastikan koordinasi yang erat dan kemajuan program serta kegiatan keberlanjutan Astra di seluruh organisasi, di seluruh area

and Indonesia's NDC, informed the BOD to establish climate targets outlined in the Astra 2030 Sustainability Aspirations. The meetings also serve as a platform for the BOD to holistically review climate-related agenda from a group strategic point of view as well as at the level of each business unit (BU).

The climate-related performance and targets of each BU are regularly reviewed by the BOD as part of its thrice yearly Group Corporate Review. The Review will, among others, discuss the progress of climate targets under Astra 2030 Sustainability Aspirations of each BU, challenges and opportunities for the BUs as well action plans to meet the challenges or to seize the opportunities.

Director in Charge (DIC) of Sustainability works closely with the Sustainability Steering Committee, comprising DICs of several business lines relevant to climate risks issues. The Steering Committee is responsible for guiding, reviewing and monitoring group-level climate strategy and activities at a more granular level prior to reporting to the BOD.

The Board of Commissioners (BOC) has the role of overseeing and advising the BOD in managing the business. The BOD reports climate related strategic plans and implementation progress under Astra 2030 Sustainability Aspirations to the BOC. The BOD also reports the group's management of climate-related risks identification and mitigation to the BOC, through its committee, the Audit Committee (AC). The AC is responsible, among other to assist the BOC in overseeing the adequacy of climate-related risks identification and mitigation.

### Management's role in assessing and managing climate-related risks and opportunities

Astra has appointed DIC of Sustainability who is responsible for coordinating and guiding the group in implementing its sustainability programs and activities. This includes implementation of initiatives and programs to meet Astra's 2030 Sustainability Aspirations, monitoring their progress and ensuring achievement across BUs as well as, together with relevant DIC, management of climate-related risks and opportunities.

In exercising its role, the DIC of Sustainability is supported by the Sustainability Working Group, comprising the Astra Head Office (HO) Core Team, Business Units Sustainability Directors and HO Supporting Team, who all work synergistically to ensure close coordination and progress of Astra's sustainability programs and activities throughout the organization, across the identified key areas of focus.

fokus utama yang telah diidentifikasi. Hal ini mencakup implementasi inisiatif iklim, penerapan target dan metrik iklim kepada semua unit bisnis dan pemantauan kinerja unit bisnis. Unit bisnis diharapkan untuk menetapkan dan menerapkan strategi tingkat perusahaan, serta melaporkan kemajuan iklim yang berkaitan dengan Astra 2030 Sustainability Aspirations yang secara reguler dan ditinjau oleh DIC *Sustainability* dan dilaporkan kepada *Sustainability Steering Committee* dan Direksi.

### Pengetahuan Iklim dan Pengembangan Kapasitas

Astra terus meningkatkan dan mengembangkan kompetensi manajemen dan karyawan terkait iklim di berbagai fungsi melalui kegiatan peningkatan pengetahuan dan kapasitas secara berkala. Astra Sustainability Academy dirancang untuk mengembangkan kompetensi keberlanjutan, dengan memasukkan tema-tema iklim ke dalam kurikulum pelatihan dengan tujuan untuk meningkatkan keterampilan manajemen dan karyawan dengan pemahaman dasar tentang perubahan iklim hingga pengetahuan mendalam tentang pengelolaan isu-isu terkait iklim.

This includes implementing climate initiatives, deploying climate targets and metrics to all BUs and monitoring BUs' performance. BUs are expected to establish and implement company-level strategy, as well as to report climate progress relating to Astra 2030 Sustainability Aspirations which are regularly updated and reviewed by DIC of Sustainability, Sustainability Steering Committee and the BOD .

### Climate Knowledge and Capacity Development

Astra continues to improve and develop management and employees' climate-related competency across various functions through regular knowledge and capacity building activities. Astra Sustainability Academy is designed to develop sustainability competency, incorporating climate themes into the training curriculums with the objective to upskill management and employees with foundational understanding of climate change up to in-depth knowledge on managing climate-related issues.

Tabel 2: Tema-tema terkait iklim dari Astra Sustainability Academy  
Table 2: Climate-related themes of Astra's Sustainability Academy

| Program Pelatihan<br>Training Programs          | Level                                                                                                                                           | Topik<br>Topics                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ESG Master Class                                | Direksi Grup Astra<br>Board of Directors of Astra Group                                                                                         | Aspek dasar perubahan iklim seputar tren iklim di lingkup global, nasional, dan sektoral, aspek iklim dalam topik-topik material ESG, kerangka kerja dan standard terkait iklim.<br>Foundational aspects of climate change surrounding the trends of climate in global, national, and sectoral landscape, climate aspects within material ESG topics, climate-related frameworks and standards. |
| Astra Sustainability Leadership Program         | Kepala Divisi/ General Manager<br>Grup Astra<br>Division Head/ General Manager of<br>Astra Group                                                | Memahami isu-isu terkait iklim dan inisiatif untuk mengatasinya.<br>Understanding of climate-related issues and the initiatives to address them.                                                                                                                                                                                                                                                |
| Sustainability Seasonal Course for ESG Champion | Manajer/Supervisor/Penanggung Jawab implementasi ESG di Grup Astra<br>Manager/Supervisor/ Person in Charge of ESG implementation in Astra Group | Pelatihan mendalam mengenai aksi iklim yang mencakup penghitungan emisi GRK, strategi dekarbonisasi, dan <i>carbon offsetting</i> .<br>Deep dive training on climate action which covers GHG emission accounting, decarbonisation strategies, and carbon offsetting.                                                                                                                            |

### Langkah Kami Selanjutnya

Astra telah membentuk struktur manajemen dan tata kelola, serta menciptakan strategi, tujuan dan proses dasar untuk mengelola isu-isu iklim di seluruh Grup. Hal ini termasuk untuk mengatur pelaksanaan inisiatif iklim, penerapan target dan metrik iklim ke semua unit bisnis dan memantau kinerja, termasuk melaporkan kemajuan terkait Astra 2030 Sustainability Aspirations secara reguler kepada Direksi. Ke depannya, manajemen berkomitmen untuk meningkatkan upaya pengelolaan isu-isu terkait iklim ini dikelola pada tingkat Grup, melalui pemantauan aktif dan koordinasi serta penerapan *best practices* yang relevan.

### Our next steps

Astra has established a management and governance structure, and created the foundational strategy, goals and processes for managing climate issues across the Group. This includes to govern the implementation of climate initiatives, deployment of climate targets and metrics to all BUs and monitoring the performance, including regular reporting of the progress related to Astra 2030 Sustainability Aspirations to the BOD. Going forward, management is committed to enhancing the way climate-related issues are managed on a group-wide level, through active monitoring and coordination as well as adoption of relevant best practices.

STRATEGI

Risiko dan peluang terkait iklim

Bisnis dapat terpengaruh oleh dampak fisik dari perubahan iklim serta dampak transisi yang terjadi akibat transformasi peraturan, teknologi, dan kondisi sosial ekonomi. Untuk memastikan kesiapan kami, Astra tengah memperkuat proses internal dalam mengidentifikasi dan mengelola risiko dan peluang terkait iklim yang relevan untuk semua lini bisnis, selaras dengan panduan TCFD. Hal ini akan mencakup identifikasi, penentuan prioritas, dan analisis skenario untuk risiko dan peluang terkait iklim guna mendukung strategi perusahaan.

Astra sedang dalam proses melakukan analisis skenario untuk memprioritaskan risiko dan peluang iklim di seluruh Grup Astra. Pada tahun 2022, kami melibatkan perwakilan dari tujuh lini bisnis dan lintas fungsi perusahaan untuk mengidentifikasi risiko dan peluang terkait iklim serta dampak terkait. Sebagai hasil dari studi awal kami, terdapat daftar risiko dan peluang yang disusun serta *drivers* yang diprioritaskan ditunjukkan pada Tabel 3.

STRATEGY

Climate-related risks and opportunities

Business could be affected by both the physical impacts of climate change, as well as the transitional impacts that occur from transformation on a regulatory, technological, and socioeconomic level. To ensure our readiness, Astra is strengthening its internal processes in identifying and managing climate-related risks and opportunities relevant for all business lines, to align with TCFD guidance. This will include identifying, prioritizing, and conducting scenario analysis for climate-related risks and opportunities to support our corporate strategy.

Astra is in the process of conducting scenario analysis for prioritizing climate risks and opportunities across the Group. In 2022, we engaged representative companies from seven business lines and across corporate functions to identify climate-related risks and opportunities and associated impacts. As a result of our initial study there are lists of risks and opportunities compiled and the prioritized drivers are shown in Table 3.

Tabel 3: Risiko dan peluang terkait iklim yang, serta *hazards/drivers* yang diprioritaskan  
 Table 3: Prioritized Climate-related risks and opportunities, with prioritized hazards/drivers

| Risiko dan Peluang Terkait Iklim<br>Climate-related Risks and Opportunities |                                         | Driver yang diprioritaskan<br>Prioritized Drivers                                                                                                                                                                                   |
|-----------------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fisik<br>Physical                                                           | Akut<br>Acute                           | Hujan / banjir yang ekstrem (juga terkait dengan tren curah hujan jangka panjang)<br>Extreme rain / flooding (also associated with long term rainfall trends)                                                                       |
|                                                                             | Kronis<br>Chronic                       | Meningkatnya suhu dan panas yang ekstrem<br>Rising temperatures and extreme heat                                                                                                                                                    |
| Transisi<br>Transition                                                      | Kebijakan dan hukum<br>Policy and legal | Pajak karbon di seluruh perekonomian Indonesia dan komitmen pengurangan emisi (termasuk program <i>carbon offset</i> )<br>Economy wide carbon tax in Indonesia and emissions reduction commitment (including carbon offset program) |
|                                                                             | Teknologi<br>Technology                 | Efisiensi melalui otomatisasi dan teknologi<br>Efficiency through automation and technology                                                                                                                                         |
|                                                                             | Pasar<br>Market                         | Pasar baru atau pasar yang sedang berubah (termasuk perubahan pasar di sektor transportasi)<br>New or changing market (including changing market in transport sector)                                                               |
|                                                                             | Reputasi<br>Reputation                  | Reputasi perusahaan dapat turun jika bisnis tidak berjalan sesuai dengan harapan pemangku kepentingan<br>Reputation may be damaged if business not aligned to stakeholder expectation                                               |

Analisis Skenario Iklim

Kami tengah menilai risiko dan/atau peluang terkait iklim yang perlu diprioritaskan, sesuai dengan masing-masing kategori TCFD untuk kurun waktu di tahun 2030 dan 2050. Risiko dan peluang fisik akan dievaluasi dengan menggunakan Shared Socio-economic Pathway (SSP) dari Intergovernmental Panel on Climate Change (IPCC), dan Representative Concentration Pathway (RCP) di mana SSP tidak tersedia.

Analisis transisi akan menggunakan skenario Network for Greening the Financial Systems (NGFS) yang berasal dari IPCC pathways dan skenario dari Potsdam Institute for Climate Impact Research dan International Institute for Applied System Analysis (IIASA). Kami akan melengkapi analisis dengan penelitian literatur kualitatif yang

Climate Scenario Analysis

We are assessing the prioritized climate-related risk and/or opportunity under each of the TCFD categories, and for future time horizons of 2030 and 2050. Physical risks and opportunities will be evaluated using the Intergovernmental Panel on Climate Change's (IPCC) Shared Socio-economic Pathway (SSP), and Representative Concentration Pathway (RCP) where SSPs were unavailable.

For the transitional analysis, the Network for Greening the Financial Systems (NGFS) scenarios are used that are derived from the IPCC pathways and scenarios from the Potsdam Institute for Climate Impact Research and the International Institute for Applied System Analysis (IIASA). We will complement the analysis with qualitative Indonesia-

spesifik untuk Indonesia dan membandingkan temuan-temuannya dengan proyeksi skenario pemerintah Indonesia sebagaimana diperlukan. Tiga jenis skenario iklim yang digunakan untuk analisis disajikan di bawah ini, dikategorikan berdasarkan tingkat pemanasan global pada tahun 2100.

specific literature research and compared findings to the projections by the Indonesian government scenarios where appropriate. The three types of climate scenarios used for the analysis are presented below, categorized by degree of global warming by 2100.

Tabel 4: Analisis Skenario Iklim  
Table 4: Climate Scenario Analysis

| Aksi Iklim Agresif untuk pemanasan di bawah 2°C<br>Under 2°C warming Aggressive Climate Action | Kebijakan dan Target saat ini untuk Pemanasan 2 hingga 3°C<br>2 to 3°C warming Current Policies and Targets | Aksi Iklim Terbatas untuk Pemanasan lebih dari 3°C<br>Over 3°C warming Limited Climate Action |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Fisik: SSP1-2.6 / RCP4.5<br>Physical: SSP1-2.6 / RCP4.5                                        | Transisi: Kebijakan NGFS Saat Ini<br>Transition: NGFS Current Policies                                      | Fisik: SSP5-8.5 / RCP8.5<br>Physical: SSP5-8.5 / RCP8.5                                       |
| Transisi: NGFS Net Zero 2050<br>Transition: NGFS Net Zero 2050                                 |                                                                                                             |                                                                                               |

Jangka waktu untuk risiko dan peluang yang diidentifikasi didefinisikan sebagai jangka pendek (1 hingga 5 tahun), menengah (5 hingga 15 tahun), dan jangka panjang (lebih dari 15 tahun).

The timeframe for identified risks and opportunities is defined as short (1 to 5 years), medium (5 to 15 years), and long term (more than 15 years).

Astra percaya bahwa baik dalam jangka pendek maupun jangka panjang, fokus perhatian kepada iklim akan terus berkembang. Tabel di bawah ini memberikan gambaran umum tentang risiko fisik dan transisi yang teridentifikasi yang mungkin berdampak besar pada perusahaan kami berdasarkan studi awal dan mitigasi/adaptasi kami:

Astra believes that both in the short-term and long-term, climate concerns are emerging. The table below provides an overview of the identified physical and transition risks that might have a major impact on our company based on the initial study and our mitigation/adaptation strategy:

Tabel 5: Risiko dan peluang utama yang teridentifikasi dan langkah-langkah Astra  
Table 5: Identified key risks and opportunities and Astra's measures

| R/O drivers<br>R/O drivers          | Kondisi di seluruh skenario<br>Conditions across scenarios                                                                                                                                                                                                                                                                                                | Dampak Potensial<br>Potential impacts                                                                                                                                                                                                                                                                                                                                                                                                           | Strategi Mitigasi/Adaptasi<br>Mitigation/Adaptation Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Fisik</b><br>Physical            |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Basah dan berangin<br>Wet and windy | <ul style="list-style-type: none"> <li>Peningkatan curah hujan ekstrem dan total curah hujan tahunan<br/>Increase in extreme rainfall and total annual rainfall</li> <li>Peningkatan kejadian banjir<br/>Increase in flooding events</li> <li>Peningkatan intensitas badai petir dan topan<br/>Increase in thunderstorms and cyclone intensity</li> </ul> | <ul style="list-style-type: none"> <li>Meningkatnya kerusakan dan gangguan operasional akibat hujan ekstrim dan banjir<br/>Increase in damage and operational disruptions due to extreme rain and flooding events</li> <li>Meningkatnya gangguan perdagangan dan kerusakan infrastruktur pelabuhan akibat genangan air di pesisir pantai<br/>Increase in trade disruptions and damage to port infrastructure from coastal inundation</li> </ul> | <ul style="list-style-type: none"> <li>Memperkuat ketahanan aset dan infrastruktur terhadap bahaya fisik seperti banjir, kebakaran hutan, dan bahaya iklim lainnya<br/>Strengthen assets and infrastructures resilience against physical hazards such as floods, wildfires and other climate hazards</li> <li>Menerapkan Emergency Response Plan (ERP) dan Business Continuity Plan (BCP) untuk mengurangi dampak terhadap produktivitas operasional dan kesehatan karyawan<br/>Implement Emergency Response Plan (ERP) and Business Continuity Plan (BCP) to reduce impact on operational productivity and employee health</li> <li>Membentuk tim darurat, tim bencana, dan tim Search and Rescue (SAR) di lokasi bekerja sama dengan lembaga pemerintah<br/>Establish emergency, disaster teams and Search and Research (SAR) team on site in collaboration with government agency</li> <li>Menerapkan langkah-langkah untuk meminimalkan dampak dari peristiwa cuaca ekstrem<br/>Implement measures to minimize the impact of extreme weather events</li> <li>Perlindungan asuransi untuk kerusakan aset fisik<br/>Insurance coverage for physical asset damage</li> </ul> |

| R/O drivers<br>R/O drivers                                                                                                                                  | Kondisi di seluruh skenario<br>Conditions across scenarios                                                                                                                                                                                                                                                                                                                                                                | Dampak Potensial<br>Potential impacts                                                                                                                                                                                                                                                                                                                                                             | Strategi Mitigasi/Adaptasi<br>Mitigation/Adaptation Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Panas dan kering<br>Hot and dry                                                                                                                             | <ul style="list-style-type: none"> <li>Meningkatnya suhu bumi<br/>Increase temperature</li> <li>Gelombang panas yang lebih sering terjadi<br/>More frequent heatwaves</li> <li>Periode kekeringan &amp; musim kemarau yang lebih panjang<br/>Longer periods of drought &amp; dry season</li> <li>Meningkatnya potensi kebakaran hutan<br/>Increase potential of wildfire</li> </ul>                                       | <ul style="list-style-type: none"> <li>Berkurangnya pendapatan karena gangguan tenaga kerja dan operasional<br/>Reduced revenue due to labour and operational disruptions</li> <li>Meningkatnya biaya akibat kerusakan aset, peningkatan premi asuransi dan masalah kesehatan karyawan<br/>Increased cost from damaged assets, increase insurance premiums and employees health issues</li> </ul> | <ul style="list-style-type: none"> <li>Menetapkan pengurangan intensitas pengambilan air sebesar 15% pada tahun 2030<br/>Set 15% water withdrawal intensity reduction by 2030</li> <li>Menerapkan Emergency Response Plan (ERP) dan Business Continuity Plan (BCP) untuk mengurangi dampak terhadap produktivitas operasional dan kesehatan karyawan<br/>Implement Emergency Response Plan (ERP) and Business Continuity Plan (BCP) to reduce impact on operational productivity and employee health</li> <li>Perlindungan asuransi untuk kerusakan aset fisik<br/>Insurance coverage for physical asset damage</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Pajak karbon di seluruh perekonomian di Indonesia dan komitmen pengurangan emisi<br>Economy wide carbon tax in Indonesia and emissions reduction commitment | Peningkatan pesat dalam penetapan harga karbon di bawah aksi iklim yang agresif, tetapi penetapan harga karbon yang dapat diabaikan di bawah aksi iklim yang terbatas<br>Rapid increase in carbon pricing under aggressive climate action, but negligible carbon pricing under limited climate action                                                                                                                     | <ul style="list-style-type: none"> <li><b>Direct financial exposure</b> melalui pajak karbon atau mekanisme penetapan harga lainnya<br/>Direct financial exposure through carbon tax or other pricing mechanisms</li> <li><b>Indirect carbon exposures</b> melalui biaya rantai pasokan yang lebih tinggi<br/>Indirect carbon exposures through higher supply chain costs</li> </ul>              | <ul style="list-style-type: none"> <li>Menetapkan pengurangan 30% untuk emisi scope 1 dan 2 di seluruh Grup pada tahun 2030 dibandingkan dengan <i>baseline</i> tahun 2019<br/>Set 30% reduction for group-wide scope 1 and 2 emission by 2030 against 2019 baseline</li> <li>Menetapkan 50% energi terbarukan untuk memasok operasi pada tahun 2030<br/>Set 50% renewable energy to supply operations by 2030</li> <li>Inisiatif Renew &amp; Reduce: Meningkatkan kapasitas energi terbarukan dalam operasi kami<br/>Renew &amp; Reduce initiative: Increasing our renewable capacity in our operations</li> <li>Inisiatif Renewable Future: Berfokus pada peningkatan proyek dan investasi energi terbarukan kami<br/>Renewable Future Initiative: Focusing on scaling up our renewable energy projects and investments</li> <li>Menggunakan energi terbarukan melalui skema REC (<i>Renewable Energy Certificate</i>) dari PLN (Perusahaan Listrik Negara)<br/>Use renewable energy under REC (Renewable Energy Certificate) scheme from PLN (the State Electricity Company)</li> <li>Memasang lebih banyak fotovoltaik surya (PV)<br/>Install more solar photovoltaic (PV)</li> <li>Memulai studi terkait program <i>emissions offset</i><br/>Study on emissions offset program</li> <li>Memantau kebijakan dan peraturan regional dan global secara berkala<br/>Periodically monitor regional and global policies and regulations</li> </ul> |
| Efisiensi melalui otomatisasi dan teknologi<br>Efficiency through automation and technology                                                                 | Tingkat efisiensi energi yang signifikan untuk teknologi berbasis bahan bakar fosil dan listrik di bawah aksi iklim yang agresif, tetapi peningkatan efisiensi energi yang lebih rendah di bawah aksi iklim yang terbatas<br>Significant levels of energy efficiency for fossil fuel and electric-based technologies under aggressive climate action but lower energy efficiency improvement under limited climate action | <ul style="list-style-type: none"> <li>Peningkatan efisiensi operasional dan energi</li> <li>Biaya dan emisi energi dan listrik yang lebih rendah</li> <li>Increase in operational and energy efficiency</li> <li>Lower energy and electricity expenses and emissions</li> </ul>                                                                                                                  | <ul style="list-style-type: none"> <li>Inisiatif Fuel Smart: Membangun kemajuan yang telah dicapai oleh semua unit bisnis Astra dalam inisiatif bahan bakar dan energi<br/>Fuel Smart initiative: Build on the progress that Astra BU have made in fuel and energy initiatives</li> <li>Membentuk kelompok kerja untuk memfasilitasi pertukaran pengetahuan lintas lini bisnis dan uji coba proyek peningkatan efisiensi<br/>Establish working groups to facilitate cross business line knowledge sharing and piloting of efficiency improvement projects</li> <li>Memantau &amp; memperbarui tren teknologi yang relevan dengan bisnis<br/>Monitor &amp; update technology trends relevant to business</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

| R/O drivers<br>R/O drivers                                                                                                                                                                  | Kondisi di seluruh skenario<br>Conditions across scenarios                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Dampak Potensial<br>Potential impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Strategi Mitigasi/Adaptasi<br>Mitigation/Adaptation Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Akses ke pasar baru/penurunan pasar bahan bakar fosil, aset terdampar<br>Access to new markets/<br>decreasing fossil fuel markets,<br>stranded assets                                       | <ul style="list-style-type: none"> <li>• Penurunan permintaan batu bara termal yang signifikan di bawah aksi iklim yang agresif dalam jangka panjang, sementara dalam jangka pendek-menengah, permintaan dapat bervariasi sesuai dengan tingkat aksi iklim<br/>Significant decrease of thermal coal demand under aggressive climate action in the long term, while in the short-medium term demand may vary according to level of climate action</li> <li>• Berkembangnya transportasi rendah karbon, terutama untuk kendaraan berbahan bakar listrik, hibrida, dan hidrogen<br/>Evolving low carbon transports notably for electric, hybrid and hydrogen fuel cell vehicles</li> <li>• Permintaan yang lebih tinggi akan mineral untuk teknologi rendah karbon seperti tembaga, nikel, dan bauksit<br/>Higher demand for minerals for low carbon technologies such as copper, nickel and bauxite</li> </ul> | <ul style="list-style-type: none"> <li>• Penurunan pendapatan akibat penurunan pasar batu bara dan kendaraan Internal Combustion Engine (ICE)<br/>Decrease in revenue from decline in coal and internal combustion engine (ICE) vehicle market</li> <li>• Tingkat pengembalian investasi yang lebih rendah dan risiko investasi yang tidak teresap dalam portofolio yang bergantung pada batu bara<br/>Lower return of investment and risk of stranded investment in coal dependent portfolio</li> <li>• Peningkatan pendapatan dari diversifikasi ke mineral alternatif<br/>Increase in revenue from diversification to alternative minerals</li> <li>• Meningkatnya tekanan pelanggan terhadap produk dan jasa rendah karbon<br/>Increase in customer pressure for low carbon products and services</li> </ul> | <ul style="list-style-type: none"> <li>• Inisiatif Future of Mines: Tidak melakukan akuisisi ke tambang batu bara baru dan tidak melakukan investasi baru ke pembangkit listrik tenaga batu bara<br/>Future of Mines initiative: No new coal mine acquisition and no new investments into coal-fired power plants</li> <li>• Inisiatif Future of Mobility: Mendukung mitra kami dalam transisi kendaraan listrik dan mengupayakan investasi dalam ekosistem kendaraan listrik<br/>Future of Mobility initiative: Support our partners in the EV transition and pursue investments in the electric vehicle ecosystem</li> <li>• Terus melakukan investasi di segmen industri baru, yang memiliki jejak karbon yang relatif lebih rendah<br/>Continue pursuing investments in new industry segments, ones which have relatively lower carbon footprint</li> </ul> |
| Reputasi Perusahaan terancam turun bila bisnis tidak berjalan sesuai dengan ekspektasi pemangku kepentingan<br>Reputation may be damaged if business not aligned to stakeholder expectation | <ul style="list-style-type: none"> <li>• Meningkatnya kepedulian para pemangku kepentingan terhadap implikasi iklim dari keputusan dan sikap kritis mereka terhadap dampak organisasi yang mereka dukung<br/>Increase in stakeholders concern of climate implications of their decisions and criticality of the organisations impact that they support</li> <li>• Pergeseran preferensi pemangku kepentingan terhadap perusahaan yang secara aktif terlibat dalam aksi iklim<br/>Shift in stakeholders preference towards company actively engaged in climate action</li> </ul>                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Tuntutan akan transparansi yang lebih besar pada kinerja iklim<br/>Demand for more transparency on climate performance</li> <li>• Peningkatan permintaan akan produk dan layanan dengan emisi yang lebih rendah<br/>Increase in demand for lower emission products and services</li> <li>• Perubahan risiko peringkat kredit tergantung pada kinerja iklim<br/>Changes in credit rating risk depending on climate performance</li> <li>• Pembatasan/akses yang lebih luas pada modal<br/>Restricted/broader access to capital</li> </ul>                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• Mendapatkan verifikasi independen atas laporan keberlanjutan Astra<br/>Obtain assurance on Astra sustainability reports</li> <li>• Mengomunikasikan metrik, target, pencapaian, dan inisiatif terkait iklim kepada para pemangku kepentingan<br/>Communicate climate-related metrics, targets, achievement and initiatives to stakeholders</li> <li>• Melibatkan para pemangku kepentingan secara berkesinambungan<br/>Continuously engage with our stakeholders</li> <li>• Meningkatkan peringkat ESG Rating perusahaan<br/>Improve company's ESG Rating</li> </ul>                                                                                                                                                                                                                                                   |

**MANAJEMEN RISIKO**

**Mengidentifikasi dan menilai risiko terkait iklim**

Astra telah memahami risiko terkait iklim sebagai risiko yang muncul melalui pendekatan *top-down* dan *bottom-up* yang dapat berdampak pada perusahaan dalam jangka pendek maupun jangka panjang. Dengan latar belakang ini, penilaian risiko iklim untuk risiko fisik pada tahun 2021 telah dilakukan dengan memetakan lokasi-lokasi aset utama Grup di seluruh Indonesia dan menilai potensi dampaknya terhadap lokasi-lokasi yang memiliki nilai strategis bagi Grup Astra. Astra telah mulai melakukan penilaian risiko iklim di tingkat grup pada tahun 2022, yang masih berlangsung saat ini. Penilaian ini melibatkan perwakilan lintas fungsi dari tujuh lini bisnis dan penelitian ekstensif mengenai tren global terkait isu iklim.

Risiko dan peluang akan diidentifikasi terlebih dahulu, diikuti dengan penentuan prioritas oleh para pemangku kepentingan, dengan mempertimbangkan signifikansi terhadap kelangsungan bisnis (*business continuity*), tingkat urgensi (*level of urgency*), kemungkinan (*likelihood*), dan tingkat keparahan dampaknya (*severity of impact*) serta mempertimbangkan relevansinya terhadap operasi bisnis kami yang beragam. Selanjutnya, prioritas risiko dan peluang ini akan dinilai dalam analisis skenario. Setelah selesai, hasil dari proses terkait iklim dan penilaian risiko ini akan menjadi bagian dari laporan konsolidasi mengenai risiko utama yang akan disampaikan kepada Direksi.

**Proses untuk mengelola risiko terkait iklim**

Astra telah memulai dan akan terus melanjutkan pemantauan risiko terkait iklim secara berkala sebagai dasar melakukan langkah mitigasi dan pengendalian. Dari hasil penilaian risiko iklim di tingkat Grup tersebut, Perseroan akan mengambil tindakan yang sesuai terhadap risiko dan diklasifikasikan sesuai dengan jenis respon terhadap risiko Enterprise Risk Management (ERM), yaitu menghindari (*avoid*), mengurangi (*reduce*), mengalihkan (*transfer*), atau menerima (*accept*). Hal ini termasuk menggunakan proses analisis skenario iklim untuk menginformasikan eksposur keuangan secara *high level* dari risiko fisik dan transisi utama (*key physical and transitional risks*), serta menjajaki peluang bisnis baru (misalnya, produk dan layanan dengan emisi karbon yang lebih rendah) dan meninjau jejak karbon serta memperkuat tata kelola perusahaan.

**RISK MANAGEMENT**

**Identifying and assessing climate-related risks**

Astra has recognized climate-related risks as an emerging risk through top-down and bottom-up approach that could impact the company in the short to long-term timeframe. Against this backdrop, a climate risk assessment for physical risk in 2021 was conducted by mapping top assets locations of the group across Indonesia and assessing the potential impact on locations that are of strategic importance to Astra Group. Astra has commenced a group-level climate risk assessment in 2022, which is in progress. The process involves engagement with cross-functional representatives across our business lines and research into global trends on climate issues.

Risks and opportunities will be identified, followed with prioritization by stakeholders, considering the significance to business continuity, level of urgency, likelihood, and severity of impact, as well as acknowledging the relevancy on our diverse business operations. Next, these priority risks and opportunities will be assessed in a scenario analysis. Once complete, the results of these climate-related processes and risk assessments will be part of a consolidated report on key risks to be presented to the BOD.

**Processes for managing climate-related risks**

Astra has commenced and will continue monitoring climate-related risks periodically, which is as a basis for mitigation measures and controls development. Results from the aforementioned group-level climate risk assessment will then be assigned with the proper risk response, classified in line with Enterprise Risk Management (ERM) risk response types of avoid, reduce, transfer, or accept. This includes leveraging the climate scenario analysis process to inform high-level financial exposures from key physical and transitional risks, as well as exploring new business opportunities (i.e., lower carbon emission products and services) and reviewing carbon footprints and strengthening corporate governance.

Astra juga terus mengkoordinasikan seluruh bisnisnya untuk menyiapkan langkah-langkah mitigasi seperti BCP, ketahanan infrastruktur, perlindungan asuransi (*insurance coverage*) untuk aset fisik dari setiap bahaya iklim yang telah didokumentasikan dalam Daftar Risiko Iklim Fisik (*Physical Climate Risks Register*).

### Mengintegrasikan risiko-risiko terkait iklim ke dalam kerangka kerja manajemen risiko kami

Meskipun risiko terkait iklim telah diidentifikasi dalam *Top Risk* Grup Astra dan dimasukkan ke dalam *Risk Library (Risk Taxonomy)* Astra, namun karena sifat risiko ini, maka Group Risk Advisory akan terus menyempurnakan ERM Astra agar dapat secara komprehensif menggabungkan proses-proses yang relevan (*identify, assess, manage dan monitor*) Hal ini akan diselaraskan dengan hasil analisis skenario iklim dan *adaptation roadmap* terkait.

### METRIK & TARGET

#### Emisi Gas Rumah Kaca

Astra menyadari perlunya melakukan dekarbonisasi pada aktivitas operasional kami guna meningkatkan *climate resilience* dan mempersiapkan transisi menuju ekonomi rendah karbon. Kami berkomitmen untuk mengurangi jejak lingkungan kami dan kami pun telah menetapkan berbagai inisiatif jangka pendek dan jangka panjang untuk memantau sejauh mana kemajuan yang kami capai. Saat ini, Astra masih melakukan kegiatan inventarisasi emisi *scope 3*.

Tabel 6 menunjukkan emisi *scope 1* dan *scope 2* Astra. Ke depannya, metrik ini akan terus dipantau dan diperbarui.

Astra also continues to coordinate group businesses to have mitigation in place e.g., BCP, infrastructural resilience, insurance coverage for physical assets against climate hazard which are already documented in the Physical Climate Risks Register.

### Integrating our climate-related risks into our risk management framework

Whilst climate-related risk has been identified in the Astra Group Top Risk and included into Astra's Risk Library (*Risk Taxonomy*), the nature of this risk is such that Group Risk Advisory will continuously enhance the Astra ERM to comprehensively incorporate relevant processes (*identify, assess, manage and monitor*). This will align with the results of climate scenario analysis and its related adaptation roadmap.

### METRICS & TARGETS

#### Greenhouse Gas Emissions

Astra recognizes the need to decarbonize our operations to increase our climate resilience and prepare for the transition to a low carbon economy. We are committed to reducing our environmental footprint and have established a range of both short and long-term initiatives to track our progress. Astra is also now in the midst of inventorizing *Scope 3* emissions.

Table 6 shows Astra's *scope 1* and *scope 2* emissions. Moving forward, these metrics will continuously be monitored & updated.

Tabel 6: Inventarisasi GRK *Scope 1* & *Scope 2* Astra  
Table 6: Astra's *Scope 1* & *Scope 2* GHG inventory

| Emisi Emission | Metric                  | 2020      | 2021      | 2022      |
|----------------|-------------------------|-----------|-----------|-----------|
| <i>Scope 1</i> | Ton CO <sub>2</sub> -eq | 3,932,948 | 3,875,278 | 4,387,685 |
| <i>Scope 2</i> | Ton CO <sub>2</sub> -eq | 381,626   | 436,806   | 471,416   |
| Total          | Ton CO <sub>2</sub> -eq | 4,314,574 | 4,312,084 | 4,859,101 |

### Ringkasan Metrik dan Target Iklim

Metrik dan target Astra telah diinformasikan melalui Astra 2030 Sustainability Aspirations dan Strategi Triple-P kami: Portofolio, People, dan Public Contribution. Setiap pilar tersebut sangat penting bagi keberhasilan kami di masa depan dengan didukung oleh berbagai target dan inisiatif lainnya. Komponen-Komponen dari Astra 2030 Sustainability Aspirations yang selaras dengan iklim dibahas di bawah ini.

### Summary of Climate Metrics and Targets

Astra's metrics and targets have been informed by the Astra 2030 Sustainability Aspirations and our Triple-P Strategy: Portfolio, People and Public Contribution. Each pillar of our aspirations is essential to our future success and is supported by a range of targets and supporting initiatives. The climate-aligned components of Astra 2030 Sustainability Aspirations are discussed below.

Astra menyadari bahwa meskipun emisi gas rumah kaca merupakan metrik utama yang harus dipantau, namun terdapat beberapa target tambahan yang telah kami tetapkan di seluruh lini bisnis kami. Metrik dan target yang tercantum dalam Tabel 7 selaras dengan strategi dekarbonisasi kami, dan pada saat bersamaan kami berupaya meningkatkan pendapatan non-batu bara. Hal ini juga selaras dengan TCFD *guidance* terbaru yang dirilis pada Bulan Oktober 2021.

Astra recognizes that while our greenhouse gas emissions are the key metric to monitor, there are several additional targets we have set across our business lines. The metrics and targets listed in Table 7 are aligned to our decarbonization strategy, while increasing our non-coal derived revenue. This is also aligned to the most recent TCFD guidance released in October 2021.

Tabel 7: Metrik dan target yang selaras dengan iklim dalam Astra 2030 Sustainability Aspirations.  
 Table 7: Astra 2030 Sustainability Aspirations climate-aligned metrics and targets.

| Metrik Metrics                                   | Astra 2030 Sustainability Aspirations                                                                                                                                                                                                                                                                             |
|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emisi gas rumah kaca<br>Greenhouse gas emissions | <ul style="list-style-type: none"> <li>Menurunkan 30% emisi gas rumah kaca <i>scope</i> 1 dan 2 di seluruh grup, dibandingkan dengan <i>baseline</i> tahun 2019</li> <li>30% reduction of group-wide scope 1 and 2 GHG emissions against 2019 baseline</li> </ul>                                                 |
| Risiko transisi<br>Transition risks              | <ul style="list-style-type: none"> <li>50% energi terbarukan untuk mendukung kegiatan operasional</li> <li>50% renewable energy to supply operations</li> <li>88% pendapatan non-batubara untuk meningkatkan <i>business resilience</i></li> <li>88% non-coal revenues to increase business resilience</li> </ul> |


Astra akan melanjutkan ke langkah selanjutnya yaitu melakukan analisis skenario, dan ke depannya kami akan mengintegrasikan perencanaan adaptasi selanjutnya ke dalam proses dan strategi perusahaan. Selain itu, kami akan terus meninjau untuk memperluas dan menyempurnakan metrik dan target terkait iklim.

Astra will continue the next step which is to conduct the scenario analysis and in future years, we will incorporate the subsequent adaptation planning into our processes and strategy. Furthermore, we will continue to review expanding and refining our climate-related metrics and targets.

ASTRA

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# Tentang Laporan Keberlanjutan Astra

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# Tentang Laporan Keberlanjutan Astra

Sustainability at Astra

**Laporan Keberlanjutan ini merupakan bukti komitmen Astra dalam melaksanakan praktik bisnis yang berjalan selaras dengan berbagai nilai-nilai keberlanjutan seperti yang terangkum dalam Sustainable Development Goals (SDGs).**

**This Sustainability Report is a proof of Astra's commitment in implementing business practices that are in line with various sustainability values as summarized in the Sustainable Development Goals (SDGs).**

Laporan Keberlanjutan tahun 2022 merupakan laporan keberlanjutan ke-21 yang diterbitkan setiap satu tahun sekali sejak pertama kali diterbitkan pada tahun 2002. Tanggal terbit dari Laporan Keberlanjutan tahun 2022 adalah pada tanggal 28 Maret 2023. [\[GRI 2-3\]](#)

Laporan Keberlanjutan ini menjadi pendamping Laporan Tahunan yang isinya saling melengkapi dalam berbagai konteks dan aspek kegiatan bisnis yang dijalankan Astra. Pada laporan keberlanjutan ini, Astra senantiasa berkomitmen untuk menyajikan informasi secara menyeluruh sehingga nantinya mampu memenuhi kebutuhan seluruh pemangku kepentingan terkait kinerja keberlanjutan yang dijalankan oleh Perseroan di bidang ekonomi, sosial, dan lingkungan.

Laporan Keberlanjutan ini memuat kinerja keberlanjutan Astra yang dijalankan melalui strategi Triple-P Roadmap yang terdiri dari Portfolio Roadmap, People Roadmap, dan Public Contribution Roadmap. Strategi Triple-P Roadmap ini merupakan upaya menyeimbangkan prinsip-prinsip Sustainable Development Goals (SDGs) ke dalam proses dan model bisnis, serta berbagai inisiatif di bidang tata kelola, ekonomi, lingkungan, dan sosial.

Pada tahun 2022, Astra juga telah meluncurkan Astra 2030 Sustainability Aspirations yang merupakan bentuk komitmen perusahaan untuk mencapai keberlanjutan melalui strategi dan target-target keberlanjutan. Informasi terkait Astra 2030 Sustainability Aspirations dapat dilihat secara lengkap pada Bab Keberlanjutan di Astra.

The 2022 Sustainability Report is the 21<sup>st</sup> Sustainability Report published once a year since it was first published in 2002. The publication date of the 2022 Sustainability Report is March 28<sup>th</sup>, 2023. [\[GRI 2-3\]](#)

This Sustainability Report is a supplement to the Annual Report which contents are complementary in various contexts and aspects of business activities that are run by Astra. In this sustainability report, Astra is always committed to presenting comprehensive information so that it will be able to meet the needs of all stakeholders regarding the sustainability performance carried out by the Company in the economic, social, and environmental fields.

This Sustainability Report contains Astra's sustainability performance as implemented through the Triple-P Roadmap strategy consisting of Portfolio Roadmap, People Roadmap, and Public Contribution Roadmap. The Triple-P Roadmap strategy is an effort to balance the principles of the Sustainable Development Goals (SDGs) into business processes and models, as well as various initiatives in the fields of governance, economy, environment, and social.

In 2022, Astra has also launched Astra 2030 Sustainability Aspirations which is a reflection of the company's commitment to achieve sustainability through sustainability strategies and targets. Information related to Astra 2030 Sustainability Aspirations can be seen in full in the Sustainability Chapter in Astra.





**Standar Pelaporan yang Digunakan | Reporting Standards Used [GRI 1-3]**  
 Global Reporting Initiative (With Reference) | POJK 51/2017 dan SE-OJK 16/2021

**PERIODE PELAPORAN [GRI 2-3]**

Laporan Keberlanjutan ini mencakup periode pelaporan dari 01 Januari - 31 Desember 2022. Periode laporan ini sesuai dengan periode Laporan Keuangan Tahunan Astra untuk tahun buku 2022.

**REPORTING PERIOD [GRI 2-3]**

This Sustainability Report covers the reporting period from 01 January - 31 December 2022. This reporting period is inline with the fiscal year of Astra’s Annual Financial Statements 2022.

**BATASAN DAN RUANG LINGKUP PELAPORAN**

Batasan dan ruang lingkup pelaporan untuk Laporan Keberlanjutan tahun 2022 ini adalah sebagai berikut: [GRI 2-2][GRI 3-1]

**REPORTING BOUNDARIES AND SCOPE**

The reporting limits and scope for this 2022 sustainability report are as follows: [GRI 2-2][GRI 3-1]

| Data Kinerja yang Dilaporkan<br>Reported Performance Data                                      | Ruang Lingkup Penyajian Data<br>Scope of Data Presentation |                                 |                                           |                                  |
|------------------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------|-------------------------------------------|----------------------------------|
|                                                                                                | Entitas Induk<br>Parent Entity                             | Anak Perusahaan<br>Subsidiaries | Perusahaan Asosiasi<br>Associated Company | Ventura Bersama<br>Joint Venture |
| Keuangan   Financial *                                                                         | ✓                                                          | ✓                               |                                           |                                  |
| Lingkungan   Environment*                                                                      | ✓                                                          | ✓                               |                                           |                                  |
| Kesehatan dan Keselamatan Kerja (K3)<br>Occupational Health and Safety *                       | ✓                                                          | ✓                               |                                           |                                  |
| Ketenagakerjaan   Employment**                                                                 | ✓                                                          | ✓                               | ✓                                         | ✓                                |
| Total Durasi Pelatihan   Total Training Duration *                                             | ✓                                                          | ✓                               |                                           |                                  |
| Rekrutmen dan <i>Turnover</i> Karyawan *<br>Employee Recruitment and Turnover *                | ✓                                                          | ✓                               | ✓                                         | ✓                                |
| Hubungan Industrial dan PKB **<br>Industrial Relations and Collective Bargaining Agreements ** | ✓                                                          | ✓                               | ✓                                         | ✓                                |
| Kebebasan Berserikat   Freedom of Union **                                                     | ✓                                                          | ✓                               | ✓                                         | ✓                                |
| Integritas dan Anti-Korupsi<br>Integrity and Anti-Corruption**                                 | ✓                                                          | ✓                               | ✓                                         | ✓                                |
| Sosial Kemasyarakatan   Social Community ***                                                   | ✓                                                          | ✓                               | ✓                                         | ✓                                |

\* Data kuantitatif pada topik ini adalah data konsolidasi dari 189 perusahaan yang mencakup entitas induk dan anak perusahaan. Quantitative data on this topic are consolidated data from 189 companies that include parent and subsidiary entities.  
 \*\* Data kuantitatif pada topik ini adalah data konsolidasi yang mencakup 270 perusahaan terdiri dari entitas induk, anak perusahaan, joint venture, dan perusahaan asosiasi. Quantitative data on this topic is consolidated data covering 270 companies consisting of parent entities, subsidiaries, joint ventures, and associated companies.  
 \*\*\* Data kuantitatif pada topik ini adalah data konsolidasi yang mencakup 270 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 is consolidated data covering 270 companies consisting of parent entities, subsidiaries, joint ventures, and associated companies, as well as social activities carried out by 9 Astra foundations.

## Kriteria Pengumpulan dan Perhitungan Data

### Kesehatan dan Keselamatan Kerja (K3)

1. Kecelakaan yang dilaporkan berasal dari karyawan dan kontraktor Astra International dan anak perusahaannya.
2. Kecelakaan berkonsekuensi tinggi terkait pekerjaan mengacu pada kecelakaan terkait pekerjaan di mana pekerja tidak dapat, tidak, atau tidak diharapkan untuk pulih sepenuhnya ke status kesehatan sebelum cedera (termasuk kesehatan fisik dan mental) dalam waktu 6 bulan.
3. Kecelakaan terkait pekerjaan yang dapat dicatat mengacu pada kecelakaan terkait pekerjaan yang mengakibatkan salah satu dari yang berikut: kematian, hari tidak bisa bekerja, pekerjaan terbatas atau pemindahan ke pekerjaan lain, perawatan medis melampaui pertolongan pertama, atau kehilangan kesadaran; atau cedera signifikan yang didiagnosis oleh dokter atau profesional perawatan kesehatan berlisensi lainnya, sekalipun tidak menyebabkan kematian, jauh dari pekerjaan, pekerjaan terbatas atau pemindahan ke pekerjaan lain, perawatan medis melampaui pertolongan pertama, atau kehilangan kesadaran.
4. *Lost-time injuries* mengacu kepada kecelakaan yang diderita oleh karyawan atau kontraktor yang menyebabkan hilangnya waktu kerja produktif.
5. Jumlah jam kerja didasarkan pada jam aktual atau perkiraan berdasarkan jam kerja kontraktual semua karyawan dan kontraktor dalam satu tahun, termasuk jam lembur rata-rata, tidak termasuk hari cuti tahunan berbayar, hari istirahat dan hari libur resmi/hari libur sesuai dengan jenis karyawan yang berbeda.
6. Tingkat kematian mengacu pada jumlah kematian per 1.000.000 jam kerja yang dihitung sebagai (jumlah total kematian x 1.000.000) / total jam kerja. Faktor 1.000.000 menunjukkan jumlah cedera terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.
7. Tingkat kecelakaan terkait pekerjaan konsekuensi tinggi mengacu pada jumlah kecelakaan terkait pekerjaan konsekuensi tinggi per 1.000.000 jam kerja yang dihitung sebagai (jumlah total kecelakaan terkait pekerjaan konsekuensi tinggi x 1.000.000) / total jam kerja. Faktor 1.000.000 menunjukkan jumlah kecelakaan terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.
8. Tingkat kecelakaan terkait pekerjaan yang dapat dicatat mengacu pada jumlah kecelakaan terkait pekerjaan yang dapat dicatat per 1.000.000 jam kerja yang dihitung sebagai (jumlah total kecelakaan terkait pekerjaan yang dapat dicatat x 1.000.000) / total jam kerja. Faktor 1.000.000 menunjukkan jumlah kecelakaan terkait pekerjaan per 500 pekerja penuh waktu selama jangka waktu satu tahun, berdasarkan asumsi bahwa satu pekerja penuh waktu bekerja 2.000 jam per tahun.

## Data Collection & Calculation Criteria

### Occupational Health and Safety (OHS)

1. The reported accidents are derived from the employees and contractors of Astra International and its subsidiaries.
2. High-consequence work-related injury refers to a work-related injury from which the worker could not, did not, or was not expected to recover fully to pre-injury health status (including both physical and mental health) within 6 months.
3. Recordable work-related injury refers to a work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury diagnosed by a physician or other licensed healthcare professional, even if it did not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.
4. Lost-time injuries refers to injuries sustained on the job by an employee or contractor that results in the loss of productive work time.
5. The number of manhours was based on actual hours or estimated based on the contractual working hours of all employees and contractor in a year, including average overtime hours, excluding paid annual leave days, rest days and statutory/public holidays according to different types of employees.
6. Rate of fatalities refers to the number of fatalities per 1,000,000 hours worked calculated as (total number of fatalities x 1,000,000) / total hours worked. The factor 1,000,000 indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe, based on the assumption that one full-time worker works 2,000 hours per year.
7. Rate of high-consequence work-related injuries refers to the number of high-consequence work-related injuries per 1,000,000 hours worked calculated as (total number of high consequence work-related injuries x 1,000,000) / total hours worked. The factor 1,000,000 indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe, based on the assumption that one full-time worker works 2,000 hours per year.
8. Rate of recordable work-related injuries refers to the number of recordable work-related injuries per 1,000,000 hours worked calculated as (total number of recordable work-related injuries x 1,000,000) / total hours worked. The factor 1,000,000 indicates the number of work-related injuries per 500 full-time workers over a one-year timeframe, based on the assumption that one full-time worker works 2,000 hours per year.

9. kecelakaan yang dilaporkan sebagaimana diuraikan pada poin 2 dan 3 tidak termasuk kecelakaan di luar jam kerja, penyakit akibat kerja, kecelakaan perjalanan, kebakaran dan kerusakan properti sehubungan dengan kepentingan kegiatan usaha Grup.

#### Emisi Gas Rumah Kaca (GRK)

1. Emisi GRK *Scope 1* berasal dari pembakaran bahan bakar dari fosil atau sumber energi terbarukan, emisi fugitif (*refrigerant, fire suppression, metana batu bara*), dan emisi yang dihasilkan dari pembuatan atau pemrosesan bahan kimia dan material.
2. Emisi GRK *Scope 1* dihitung dengan menggunakan faktor emisi yang diterbitkan oleh Kementerian Energi dan Sumber Daya Mineral Indonesia, Department for Environment, Food and Rural Affairs (DEFRA) Inggris, Intergovernmental Panel on Climate Change (IPCC) dan United States Environmental Protection Agency (USEPA).
3. Emisi GRK *Scope 2* mencakup emisi dari pembangkit listrik yang dibeli atau diperoleh, pemanasan, pendinginan, dan uap.
4. Emisi GRK *Scope 2* dihitung dengan menggunakan faktor emisi dari pemasok listrik lokal jika tersedia, sumber regional/nasional, dan Kementerian Energi dan Sumber Daya Mineral Indonesia.
5. Emisi biogenik dan non-biogenik dari penggunaan bahan bakar biomassa tidak disertakan ke dalam penghitungan total emisi GRK *scope 1* dikarenakan keterbatasan literatur untuk referensi angka faktor emisi.

#### Energi

1. Konsumsi energi adalah total bahan bakar *stationer* dan *mobile*. Data konsumsi energi dikumpulkan dari catatan pengukuran, tagihan utilitas, catatan pembelian, atau perkiraan internal yang digunakan untuk bagian yang tidak signifikan dari total konsumsi energi.
2. Sumber konsumsi energi adalah solar, *liquefied petroleum gas, liquefied natural gas, compressed natural gas, bensin, minyak tanah, avtur, biofuel, cangkang dan fiber hasil perkebunan kelapa sawit, energi terbarukan dan tidak terbarukan.*

#### Limbah

1. Total limbah yang dilaporkan terdiri dari limbah padat dan limbah cair. Sumber data limbah yang dihasilkan berasal dari catatan pengukuran dan estimasi internal. Sumber data limbah berasal dari catatan pengukuran dengan menggunakan alat instrumen yang telah dikalibrasi atau metode estimasi internal dengan literatur dan bukti yang dapat dipertanggungjawabkan.
2. Limbah padat dan cair tidak berbahaya merupakan residu dari kegiatan usaha yang tidak mengandung bahan berbahaya dan beracun.
3. Limbah padat dan cair B3 merupakan limbah dengan karakteristik yang memenuhi regulasi Indonesia atau kriteria Konvensi Basel.

9. Injuries that are being reported as outlined in point 2 and 3 excluding the accident outside the working hours, work related disease, commuting injuries, fire and property damage in regard to the interest of the Group's business activity.

#### Greenhouse Gas (GHG) Emissions

1. *Scope 1* GHG emissions derived from combustion of fuels from fossils or renewable energy sources, fugitive emissions (*refrigerant, fire suppression, coal methane*), and emissions resulted from the manufacturing or processing of chemicals and materials.
2. *Scope 1* GHG emissions were calculated using emission factors published by Indonesian Ministry of Energy and Mineral Resources, Department for Environment, Food and Rural Affairs (DEFRA) United Kingdom, Intergovernmental Panel on Climate Change (IPCC), and United States Environmental Protection Agency (USEPA).
3. *Scope 2* GHG emissions include the emissions from the generation of purchased or acquired electricity, heating, cooling, and steam.
4. *Scope 2* GHG emissions were calculated using emission factors from local electricity suppliers where available, regional / national sources, and the Indonesian Ministry of Energy and Mineral Resources.
5. Biogenic and non-biogenic emissions for biomass are not included in total *Scope 1* GHG Emissions as there is a lack of available reference literature for biogenic and non-biogenic emission factors.

#### Energi

1. Energy consumption is the total of stationery and mobile fuel. The energy consumption data is collected from the measurement records, utility bills, purchase records, or internal estimation that was used for non-significant portion of the total energy consumption
2. The sources of energy consumption are diesel, liquefied petroleum gas, liquefied natural gas, compressed natural gas, petrol, kerosene, avtur, biofuel, shell and fiber as a result of the palm oil plantation, renewable and non-renewable energy.

#### Waste

1. The total waste reported is comprised of solid waste and liquid waste. The sources of waste data are from measurement records and internal estimation. The sources of waste data are from the measurement records by using calibrated measuring instruments or internal estimation methods which literature and evidence for that methods can be accounted for.
2. The non-hazardous solid and liquid waste represents the residue from the business activity which does not contain hazardous and toxic substances.
3. The hazardous solid and liquid waste represents the waste with the characteristic that met the Indonesian regulation or criteria of Basel Convention.

**PERNYATAAN KEMBALI [GRI 2-4]**

Dalam rangka meningkatkan kualitas dan keakuratan data, informasi dan komparabilitas dari data yang dipublikasikan, Astra melakukan perbaikan dan peningkatan akurasi dari metodologi kriteria pengumpulan dan perhitungan data. Disamping itu, sejumlah data yang berkaitan dengan topik material telah melalui rangkaian proses verifikasi internal. Sebagai hasil dari proses perbaikan dan verifikasi ini terjadi beberapa perubahan data (restatement) sebagai berikut:

1. Emisi *scope 1*, *scope 2* dan intensitas emisi tahun 2020 dan 2021.
2. Pengambilan air dan intensitas pengambilan air tahun 2020 dan 2021.
3. Limbah cair B3 dan non B3 tahun 2021 serta intensitasnya, limbah cair non B3 tahun 2020, serta intensitasnya.
4. Limbah padat B3 dan non B3 tahun 2020 dan 2021 serta intensitasnya.
5. Total karyawan tahun 2020.
6. *Manhours*, *fatality rate*, *number of high consequence*, dan *recordable rate* karyawan tahun 2020 dan 2021.

**PRINSIP PELAPORAN [GRI 1-4]**

Dalam menyusun isi laporan, Astra menggunakan prinsip-prinsip pelaporan dari Global Reporting Initiatives (GRI), sesuai dengan panduan GRI 1 - Foundation. Prinsip pelaporan ini memandu Astra dalam memastikan kualitas penyajian informasi yang dapat memenuhi ekspektasi dari seluruh pemangku kepentingan. Adapun prinsip-prinsip pelaporan sesuai panduan GRI 1 - Foundation, yaitu:

- Akurasi
- Keseimbangan
- Kejelasan
- Keterbandingan
- Kelengkapan
- Ketepatan Waktu
- Dapat Diverifikasi

**RESTATEMENTS [GRI 2-4]**

To improve the quality, accuracy, and comparability of published data, Astra has made improvements to increase the accuracy of our criteria methodology for data collection and calculation. In addition, data related to material topics have gone through a series of internal verification processes. As a result of improved and verification processes, the following data restatements will be made in this report:

1. Emission *scope 1*, *scope 2* and emission intensity in 2020 and 2021.
2. Water withdrawal and intensity of water withdrawal in 2020 and 2021.
3. Hazardous and non-hazardous wastewater in 2021 and their intensity, non-hazardous wastewater in 2020 and their intensity.
4. Hazardous and non-hazardous solid waste in 2020 and 2021 and their intensity.
5. Number of employees in 2020.
6. *Manhours*, *fatality rate*, *number of high consequence*, and *recordable rate* of employee in 2020 and 2021.

**REPORTING PRINCIPLES [GRI 1-4]**

To develop the content of the report, Astra uses the reporting principles of the Global Reporting Initiatives (GRI), by the GRI 1 - Foundation guidelines. These reporting principles guide Astra in ensuring the quality of information presentation that can meet the expectations of all stakeholders. The reporting principles by the GRI 1 - Foundation guidelines, namely:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Timeliness
- Verifiability

**Penerapan Prinsip Pelaporan  
Adoption of Reporting Principles**



## MEMASTIKAN KUALITAS & KREDIBILITAS LAPORAN [GRI 2-5]

Astra telah melaksanakan proses *limited assurance* sesuai dengan International Standard on Assurance Engagements 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (“ISAE 3000”) dan International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements (“ISAE 3410”) yang diterbitkan oleh International Auditing and Assurance Standards Board untuk Laporan Keberlanjutan 2022 yang dilakukan untuk memastikan kualitas dan kredibilitas data serta informasi yang dicantumkan dalam laporan.

Proses *assurance* ini dilakukan oleh pihak praktisi eksternal independen. Astra melibatkan level Chief dalam proses menunjukan praktisi eksternal independen.

Informasi yang diverifikasi disesuaikan dengan Standar GRI dan The Greenhouse Gas (GHG) Protocol Corporate Accounting Standard (Revised Edition) untuk data emisi GRK. Adapun *limited assurance conclusion* untuk laporan ini dapat ditemukan pada halaman 230 laporan ini.

## TOPIK MATERIAL [GRI 3-1][GRI 3-2][GRI 3-3]

Astra melakukan identifikasi topik material sebagai bagian dari penentuan arah strategis perusahaan untuk jangka pendek, menengah dan panjang. Topik-topik material yang telah diidentifikasi menjadi dasar perusahaan merumuskan Astra 2030 Sustainability Aspirations yang memuat komitmen, Flagship Initiatives, serta target-target yang ingin dicapai.

Dalam penentuan topik material, Astra telah mempertimbangkan aspek dampak baik positif dan negatif, serta signifikansinya bagi keberlanjutan perusahaan dan kepada pemangku kepentingan untuk setiap topik material. Astra melibatkan pemangku kepentingan internal dan eksternal dalam perumusan topik-topik material yang signifikan bagi perjalanan dan payung strategi keberlanjutan Grup Astra ke depan.

Berikut ini, topik-topik material yang telah dirumuskan menjadi strategi keberlanjutan Astra 2030 Sustainability Aspirations:

## ENSURING QUALITY & CREDIBILITY OF REPORT [GRI 2-5]

Astra has implemented a limited assurance process in accordance with the International Standard on Assurance Engagements 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (“ISAE 3000”) and International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements (“ISAE 3410”) issued by International Auditing and Assurance Standards Board, for the 2022 Sustainability Report to ensure the quality and credibility of the data and information included in the report.

The assurance process is undertaken by an independent external practitioner. Astra involves the Chief level in appointing the independent external practitioner.

The verified information aligns with GRI Standards and The Greenhouse Gas (GHG) Protocol Corporate Accounting Standard (Revised Edition) for GHG emissions data. The limited assurance conclusion for this report can be found on page 230.

## MATERIAL TOPIC [GRI 3-1][GRI 3-2][GRI 3-3]

Astra identifies material topics as part of determining the company’s short, medium and long term strategic direction. The content topics that have been placed become the basis for the company to formulate Astra 2030 Sustainability Aspirations, which contain commitments, Flagship Initiatives, and targets to be achieved.

In determining material topics, Astra has considered aspects of both positive and negative impacts, as well as their significance to the sustainability of the company and stakeholders for each material topic. Astra involves internal and external stakeholders in formulating material topics that are significant to the journey and umbrella of Astra Group’s sustainability strategy in the future.

The following material topics have been formulated into Astra’s 2030 Sustainability Aspirations sustainability strategy:






**PORTOFOLIO**

**Sustainable & Resilience**

Kami bertransisi menuju perusahaan yang lebih *sustainable* dan *resilient* guna memberikan dampak positif kepada bumi dan iklimnya, bisnis kami, serta masyarakat.

We are transitioning to a more sustainable & resilient business to have a positive impact on the planet and its climate, our business and the communities we serve.



| Sustainability Aspirations                                                                                                      | Key Topics                                                                   | Why This Topic is Material for Astra & How We Manage It                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | GRI Disclosure |
|---------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <br><b>Reduce Green House Gas Emissions</b>    | Emisi Emission                                                               | <p>Pengelolaan jejak karbon untuk memitigasi perubahan iklim menjadi salah satu komitmen utama Astra. Grup Astra memiliki target penurunan emisi GRK scope 1 dan scope 2 sebesar 30% pada 2030.</p> <p>Managing carbon footprint to mitigate climate change is one of Astra's main commitments. Astra Group has a target of reducing scope 1 and scope 2 GHG emissions by 30% by 2030.</p>                                                                                                                                                                                                                                                                                                                                                      | GRI 305        |
| <br><b>Energy Management</b>                   | Energi Energy                                                                | <p>Astra mendukung tujuan pengurangan emisi dengan meningkatkan bauran energi terbarukan dalam kegiatan operasional sebesar 50% pada tahun 2030. Astra akan mengeksplorasi energi terbarukan seperti solar PV, biofuel, dan biomassa serta meningkatkan implementasi energi terbarukan dalam kegiatan operasional.</p> <p>Astra supports the goal of reducing emissions by increasing the renewable energy mix in operational activities by 50% in 2030. Astra will explore renewable energy such as solar PV, biofuels and biomass and increase the implementation of renewable energy in operational activities.</p>                                                                                                                          | GRI 302        |
| <br><b>Water &amp; Wastewater Management</b> | Air Water                                                                    | <p>Astra berupaya melindungi sumber daya air dan menjaga cadangan air bersih bagi lingkungan sekitar. Grup Astra juga memiliki komitmen untuk mengurangi intensitas pengambilan air sebesar 15% pada 2030.</p> <p>Astra strives to protect water resources and maintain clean water reserves for the surrounding environment. Astra Group is also committed to reduce water withdrawal intensity by 15% by 2030.</p>                                                                                                                                                                                                                                                                                                                            | GRI 303        |
| <br><b>Solid Waste Management</b>            | Limbah Waste                                                                 | <p>Pengelolaan limbah menjadi salah satu komitmen dalam Astra 2030 Sustainability Aspirations karena kegiatan operasional Grup Astra terdiri dari berbagai macam industri yang menghasilkan sejumlah limbah yang memiliki potensi dampak lingkungan. Pengelolaan limbah padat berfokus pada 6R yaitu <i>Refine, Reduce, Recycle, Reuse, Recovery, Retrieve to Energy</i>.</p> <p>Waste management becomes one of the commitment in Astra 2030 Sustainability Aspirations since Astra Group's operational activities consist of various industries that produce a number of wastes that have potential environmental impacts. Solid waste management focuses on the 6R, namely Refine, Reduce, Recycle, Reuse, Recovery, Retrieve to Energy.</p> | GRI 306        |
| <br><b>Business Model Resilience</b>         | Dampak Ekonomi dan Ketangguhan Bisnis Economic Impacts & Business Resilience | <p>Kinerja keuangan dan operasional serta prospek terhadap bisnis baru seperti energi terbarukan, ekosistem kendaraan listrik, dan pertambangan mineral non-batu bara menjadi salah satu komitmen dalam Astra 2030 Sustainability Aspirations. Astra berupaya meningkatkan <i>business resilience</i> dengan meningkatkan pendapatan non-batu bara hingga 88%</p> <p>Financial and operational performance alongside prospects for new businesses such as renewable energy, electric vehicle ecosystem, and non-coal mineral mining are among the commitments in Astra 2030 Sustainability Aspirations. Astra seeks to improve business resilience by increasing non-coal revenue by 88%</p>                                                    | GRI 201        |

**PEOPLE**

**Employee Experience Focused**

Kami berkomitmen mewujudkan lingkungan kerja yang beragam dan inklusif, menarik serta mempertahankan talenta-talenta terbaik Indonesia agar Insan Astra dapat berkembang, berhasil dan sejahtera bersama bangsa.

We remain committed to a diverse and inclusive workplace to attract & retain Indonesia’s best talent, enabling our people to develop, succeed and prosper within the nation.



| Sustainability Aspiration                        | Key Topics                                                                                                                                    | Why This Topic is Material for Astra & How We Manage It                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | GRI Disclosure             |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <p><b>Employee Diversity &amp; Inclusion</b></p> | <p>Ketenagakerjaan yang Setara dan Inklusif<br/>Equal and inclusive employment</p> <p>Pendidikan dan Pelatihan<br/>Education and Training</p> | <p>Astra berkomitmen untuk memberikan praktik ketenagakerjaan dan lingkungan kerja yang menjunjung keberagaman dan inklusif dengan berfokus pada gender.</p> <p>Astra is committed to providing employment practices and a work environment that upholds diversity and inclusiveness with a focus on gender.</p>                                                                                                                                                                                                                                                        | <p>GRI 401<br/>GRI 404</p> |
| <p><b>Occupational Health &amp; Safety</b></p>   | <p>Keselamatan dan Kesehatan Kerja (K3)<br/>Occupation Health and Safety (OHS)</p>                                                            | <p>Astra berupaya membangun budaya K3 yang kuat untuk meminimalkan risiko kecelakaan kerja dan penyakit akibat kerja. Astra memiliki komitmen untuk mencapai <i>zero fatality</i> di tempat kerja dan mengurangi hingga 60% tingkat Lost-Time Injury Frequency Rate (LTI-FR) Grup Astra.</p> <p>Astra strives to build a strong OHS culture to minimize the risk of workplace accidents and occupational diseases. Astra is committed to achieving zero fatalities in the workplace and reducing by 60% the Astra Group’s Lost Time Injury Frequency Rate (LTI-FR).</p> | <p>GRI 403</p>             |
| <p><b>Board Diversity &amp; Inclusion</b></p>    | <p>Keberagaman<br/>Diversity</p>                                                                                                              | <p>Astra berkomitmen untuk mendukung keberagaman dan inklusif di level eksekutif, direksi, dewan komisaris, dengan fokus pada gender.</p> <p>Astra is committed to supporting diversity and inclusiveness at the executive, board, and commissioner levels, with a focus on gender.</p>                                                                                                                                                                                                                                                                                 | <p>GRI 405</p>             |

**PUBLIC CONTRIBUTION**

**Empowering Communities**

Kami memberdayakan dan mendukung masyarakat demi masa depan yang lebih baik untuk semua.

We are empowering and supporting communities for a better future for all.



| Sustainability Aspiration           | Key Topics                                               | Why This Topic is Material for Astra & How We Manage It                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | GRI Disclosure |
|-------------------------------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <p><b>Community Development</b></p> | <p>Pengembangan Masyarakat<br/>Community Development</p> | <p>Astra terus konsisten dalam berbagai program sosial kemasyarakatan yang berkelanjutan. Melalui pilar Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, Astra Untuk Indonesia Kreatif, Grup Astra berupaya menjangkau 2,5 juta orang.</p> <p>Astra is consistently participates in various sustainable social programs. Through the pillars of Astra For Healthy Indonesia, Astra For Smart Indonesia, Astra For Green Indonesia, and Astra For Creative Indonesia, Astra Group aims to reach 2.5 million people.</p> | <p>GRI 413</p> |



**PELIBATAN PEMANGKU KEPENTINGAN [GRI 2-29]**

Astra melibatkan pemangku kepentingan dalam proses penentuan topik material yang dalam pelaksanaannya dilakukan melalui ragam diskusi yang berfokus pada pembahasan topik dan dampak operasional yang signifikan, baik terhadap Astra maupun bagi pemangku kepentingan.

**STAKEHOLDER ENGAGEMENT [GRI 2-29]**

Astra engages stakeholders in determining material topics, which in practice is conducted through various discussions that focus on issues and significant operational impacts, both for Astra and stakeholders.

Dalam pelaksanaan proses identifikasi dan interaksi dengan para pemangku kepentingan dari berbagai kelompok, Astra menggunakan data penelitian lapangan yang dilakukan sesuai dengan metodologi identifikasi pemangku kepentingan. Astra 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.

In implementing the identification process and interaction with stakeholders from multiple groups, Astra uses field research data conducted according to the stakeholder identification methodology. Astra uses the identification process results to show stakeholder engagement, mapping, and issue management, to formulate and implement programs based on issues faced in the field.

**Metode Identifikasi Kelompok Pemangku Kepentingan [SEOJK E.4][GRI 2-29]**  
Stakeholder Group Identification Method

|                                 |                                                                                                                                                                                                                                                              |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ketertgantungan Reliance</b> | Astra memiliki ketertgantungan pada seseorang atau sebuah organisasi, atau sebaliknya<br>Whether or not Astra has reliance on a person or an organization, or vice versa                                                                                     |
| <b>Kewajiban Obligation</b>     | Astra memiliki tanggung jawab legal, komersial, atau etika terhadap seseorang atau sebuah organisasi<br>Whether or not Astra has legal, commercial, or ethical obligations towards a person or an organization                                               |
| <b>Tekanan Pressure</b>         | Seseorang atau sebuah organisasi memiliki pengaruh terhadap Astra terkait isu ekonomi, sosial, atau lingkungan tertentu<br>Whether or not a person or an organization has influence over Astra in terms of certain economic, social, or environmental issues |
| <b>Pengaruh Impact</b>          | Seseorang atau sebuah organisasi memiliki pengaruh terhadap Astra terkait strategi atau kebijakan pemangku kepentingan lain<br>Whether or not a person or an organization has influence over Astra in terms of strategies or policies of other stakeholders  |

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Perbedaan Pandangan</b><br>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<br>Whether or not a person or an organization has different perspectives that may impact business situation thus pushing the implementation of new actions which did not exist before nor have an effect on Astra |
| <b>Kedekatan</b><br>Proximity                       | Seseorang atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Astra<br>Whether or not a person or an organization has geographical and operational proximity to Astra                                                                                                                                                                                                          |

Keterangan I Notes:

Metode identifikasi pemangku kepentingan mengacu pada standar AA1000AS-accountability assurance standard.

The stakeholder identification method refers to the AA1000AS-accountability assurance standard.

Melihat perbedaan kebutuhan dan fokus isu di setiap kelompok pemangku kepentingan, Astra menggunakan metode pelibatan yang berbeda-beda sehingga mendapatkan informasi, aspirasi, dan masukan yang selaras dengan kebutuhan masing-masing pemangku kepentingan. Selanjutnya, Astra berupaya memastikan aspirasi dan masukan tersebut dapat diterima dan dilaksanakan secara efektif dan efisien.

Considering the different needs and focus of issues in each stakeholder group, Astra uses different engagement methods to obtain information, aspirations, and inputs that are aligned with the needs of each stakeholder. Furthermore, Astra strives to ensure that these aspirations and inputs can be received and implemented effectively and efficiently.

Beberapa metode pelibatan pemangku kepentingan antara lain melakukan pertemuan tatap muka secara berkala, kunjungan lokasi, survei kepuasan, pertemuan virtual, dan kegiatan-kegiatan lainnya. Astra juga memiliki mekanisme kepada para pemangku kepentingan untuk memberikan umpan balik terhadap isi dan Laporan Keberlanjutan melalui formulir umpan balik yang dilampirkan di setiap laporan.

Several methods of stakeholder engagement include conducting regular face-to-face meetings, site visits, satisfaction surveys, virtual meetings, and other activities. Astra also has a mechanism for stakeholders to provide feedback on the content in the Sustainability Report through a feedback form attached to each report.

**Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan [SEOJK E.4][GRI 2-29]**  
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                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pelanggan Customer                                     | Ketergantungan Reliance                                                             | <ul style="list-style-type: none"> <li>Layanan pelanggan Customer service</li> <li>Survei kepuasan Pelanggan tahunan Annual customer satisfaction survey</li> </ul>                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Kualitas produk Product quality</li> <li>Jasa layanan pelanggan Customer service</li> </ul>                                                                                                                                                                       |
| Karyawan Employee                                      | Ketergantungan, Kedekatan, Kewajiban Reliance, Proximity, Obligation                | <ul style="list-style-type: none"> <li>Pelaksanaan Sistem Manajemen Keselamatan dan Kesehatan Kerja Implementation of Occupational Safety and Health Management System</li> <li>Penyediaan fasilitas K3 Provision of OHS facilities</li> <li>Pelatihan K3 OHS Training</li> <li>Forum Bipartit dengan Serikat Pekerja Bipartite Forum with Labor Unions</li> </ul> | <ul style="list-style-type: none"> <li>Keselamatan dan kesehatan kerja Occupational safety and health</li> <li>Praktik ketenagakerjaan Employment practices</li> <li>Kesejahteraan Welfare</li> <li>Pelatihan dan pengembangan Training and development</li> <li>Lapangan pekerjaan Job field</li> </ul> |
| Pemegang Saham dan Investor Shareholders and Investors | Pengaruh, Tekanan Impact, Pressure                                                  | <ul style="list-style-type: none"> <li>Laporan per kuartal dan Laporan Tahunan Quarterly report and Annual Report</li> <li>Rapat Umum Pemegang Saham Tahunan Annual General Meeting of Shareholders</li> <li>Roadshow Sustainability Sustainability Roadshow</li> </ul>                                                                                            | <ul style="list-style-type: none"> <li>Pelaksanaan tata kelola Implementation of governance</li> <li>Manfaat finansial Financial benefits</li> <li>Manajemen risiko dan reputasi Risk management and reputation</li> </ul>                                                                               |
| Pemerintah Government                                  | Ketergantungan, Kewajiban, Tekanan, Pengaruh Reliance, Obligation, Pressure, Impact | <ul style="list-style-type: none"> <li>Pertemuan online dan offline Online and offline meetings</li> <li>Laporan kegiatan Activity report</li> </ul>                                                                                                                                                                                                               | Sinergi dan dukungan terhadap program Pemerintah Synergy and support for Government programs                                                                                                                                                                                                             |

**Ikhtisar Basis Identifikasi, Topik, dan Metode Pelibatan Pemangku Kepentingan [SEOJK E.4][GRI 2-29]**  
**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                                                                                                                                                                                                                                                                   |
|---------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Masyarakat dan Komunitas<br>Society and Community | Kedekatan, Perbedaan Pandangan, Tekanan<br>Proximity, Different Perspective, Pressure | <ul style="list-style-type: none"> <li>Pelaksanaan program kontribusi sosial berkelanjutan Astra dan Grup Astra<br/>Implementation of Astra and Astra Group's sustainable social contribution program</li> <li>Press release mengenai kontribusi sosial berkelanjutan Astra<br/>Press release on Astra's sustainable social contribution</li> </ul> | <ul style="list-style-type: none"> <li>Program pendidikan, peningkatan kesejahteraan dan kesehatan<br/>Education, welfare and health programs</li> <li>Pengentasan kemiskinan<br/>Poverty alleviation</li> <li>Pengelolaan dampak lingkungan<br/>Environmental impact management</li> </ul> |
| Media                                             | Kedekatan, Perbedaan Pandangan, Tekanan<br>Proximity, Different Perspective, Pressure | <ul style="list-style-type: none"> <li>Program kehumasan atau public events<br/>Public relations programs or public events</li> <li>Workshop wartawan<br/>Journalist workshop</li> <li>Roadshow Sustainability<br/>Sustainability Roadshow</li> </ul>                                                                                               | Paparan kinerja<br>Performance exposure                                                                                                                                                                                                                                                     |

Keterangan | Notes:  
 Metode identifikasi pemangku kepentingan mengacu pada standar AA1000AS-accountability assurance standard.  
 The stakeholder identification method refers to the AA1000AS-accountability assurance standard.

**TANGGAPAN ATAS UMPAN BALIK YANG DITERIMA UNTUK LAPORAN SEBELUMNYA [SEOJK G.3]**

Untuk Laporan Keberlanjutan tahun lalu, Astra menerima umpan balik dari pemangku kepentingan terkait isi dan tampilan Laporan Keberlanjutan 2021 yang menjadi *points of improvement* untuk Laporan Keberlanjutan ini, antara lain:

- Laporan Keberlanjutan Astra agar memerhatikan kebutuhan dari pembaca atau pemangku kepentingan yang tidak berbahasa Indonesia;
- Menyampaikan fokus pada transisi *Sustainability Journey* yang diperkuat dengan Flagship Initiatives;
- Struktur laporan;
- Pemenuhan kriteria SEOJK 16/2020 dengan lebih lengkap sesuai dengan masukan yang diterima dari Otoritas Jasa Keuangan (OJK).

**UMPAN BALIK [SEOJK G.3][GRI 2-3]**

Astra terbuka untuk menerima saran, kritik, masukan, dan rekomendasi terkait Laporan Keberlanjutan sebagai bahan evaluasi dalam meningkatkan kualitas laporan berikutnya.

**Pertanyaan dan informasi lebih lanjut mengenai laporan ini dapat ditujukan kepada:**

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**RESPONSE TO FEEDBACK RECEIVED FOR THE PREVIOUS REPORT [SEOJK G.3]**

For the previous year's Sustainability Report, Astra received feedback from stakeholders regarding the content and appearance of the 2021 Sustainability Report which became points of improvement for this Sustainability Report, which include among others:

- Astra's Sustainability Report should take into account the needs of non-English speaking readers or stakeholders;
- Delivering a focus on the transition of the Sustainability Journey that is strengthened by Flagship Initiatives;
- Structure of the report;
- Fulfillment of SEOJK 16/2020 criteria more fully in accordance with input received from the Financial Services Authority (OJK).

**FEEDBACK [SEOJK G.3][GRI 2-3]**

Astra is open to suggestions, criticisms, inputs, and recommendations related to the Sustainability Report as an evaluation material in improving the quality of the next report.

**Questions and further information regarding this report may be addressed to:**

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# Lampiran

## Appendix

### DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 LIST OF DISCLOSURE BASED ON POJK NO.51/POJK.03/2017 [SEOJK G.4]

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**GRI CONTENT INDEX – IN ACCORDANCE**  
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|                                                                               |                         |                                                                                                                                                                 | Persyaratan Omission Requirement (S) Omitted          | Alasan Reason                                                                                          | Penjelasan Explanation                                         |
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|----------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                    |                                        |                                                                                                                            | Persyaratan Omission Requirement (S) Omitted | Alasan Reason                                                                                                                                                                                                                                                                                                                                                                                              | Penjelasan Explanation                                         |                                                                                                                                                                                                                                                                                                                |
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| GRI Standard / Other Source                                   | Pungkapan Disclosure | Lokasi Location                                                                                                                                                                                                       | Omission                                     |                                                                                                                                                                                                                            |                                                                         |                                                                                                                                                                                   |
|---------------------------------------------------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                               |                      |                                                                                                                                                                                                                       | Persyaratan Omission Requirement (S) Omitted | Alasan Reason                                                                                                                                                                                                              | Penjelasan Explanation                                                  |                                                                                                                                                                                   |
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| GRI Standard / Other Source                        | Pengungkapan Disclosure | Lokasi Location                                                                                                                                                                                                           | Omission                                     |                               |                                                                |
|----------------------------------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------------|----------------------------------------------------------------|
|                                                    |                         |                                                                                                                                                                                                                           | Persyaratan Omission Requirement (S) Omitted | Alasan Reason                 | Penjelasan Explanation                                         |
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|                                                    | 306-5                   | Limbah yang dikirimkan ke pembuangan akhir<br>Waste directed to disposal                                                                                                                                                  | 98                                           |                               |                                                                |
| <b>Employment (PEOPLE #1)</b>                      |                         |                                                                                                                                                                                                                           |                                              |                               |                                                                |
| GRI 3: Topik Material 2021<br>Material Topics 2021 | 3-3                     | Pengelolaan topik-topik material<br>Management of material topics                                                                                                                                                         | 204-207                                      |                               |                                                                |
| GRI 401: Ketenagakerjaan 2016<br>Employment 2016   | 401-1                   | Perekrutan karyawan baru dan penggantian karyawan<br>New employee hires and employee turnover                                                                                                                             | 128                                          |                               |                                                                |
|                                                    | 401-2                   | Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu<br>Benefits provided to full-time employees that are not provided to temporary or part-time employees | 132                                          |                               |                                                                |
|                                                    | 401-3                   | Cuti melahirkan<br>Parental leave                                                                                                                                                                                         | 126                                          | 401-3 (a), (b), (c), (d), (e) | Informasi belum tersedia<br>Information unavailable/incomplete |

| GRI Standard / Other Source                                                          | Pengungkapan Disclosure | Lokasi Location                                                                                                                                                                                                        | Omission                                     |               |                        |
|--------------------------------------------------------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------|------------------------|
|                                                                                      |                         |                                                                                                                                                                                                                        | Persyaratan Omission Requirement (S) Omitted | Alasan Reason | Penjelasan Explanation |
| <b>Occupational health and safety (PEOPLE #2)</b>                                    |                         |                                                                                                                                                                                                                        |                                              |               |                        |
| GRI 3: Topik Material 2021<br>Material Topics 2021                                   | 3-3                     | Pengelolaan topik-topik material<br>Management of material topics                                                                                                                                                      | 204-207                                      |               |                        |
| GRI 403: Keselamatan Dan Kesehatan Kerja 2018<br>Occupational Health and Safety 2018 | 403-1                   | Sistem manajemen kesehatan dan keselamatan kerja<br>Occupational health and safety management system                                                                                                                   | 135, 138, 139                                |               |                        |
|                                                                                      | 403-2                   | Identifikasi bahaya, penilaian risiko, dan investigasi insiden<br>Hazard identification, risk assessment, and incident investigation                                                                                   | 137                                          |               |                        |
|                                                                                      | 403-3                   | Layanan kesehatan kerja<br>Occupational health services                                                                                                                                                                | 137                                          |               |                        |
|                                                                                      | 403-4                   | Partisipasi, konsultan, dan komunikasi pekerja pada kesehatan dan keselamatan kerja<br>Worker participation, consultation, and communication on occupational health and safety                                         | 138                                          |               |                        |
|                                                                                      | 403-5                   | Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja<br>Worker training on occupational health and safety                                                                                                   | 138                                          |               |                        |
|                                                                                      | 403-6                   | Peningkatan kualitas kesehatan pekerja<br>Promotion of worker health                                                                                                                                                   | 137                                          |               |                        |
|                                                                                      | 403-7                   | Pencegahan dan mitigasi kesehatan dan keselamatan kerja yang berdampak langsung dalam hubungan bisnis<br>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 137                                          |               |                        |
|                                                                                      | 403-8                   | Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja<br>Workers covered by an occupational health and safety management system                                                                 | 138                                          |               |                        |
|                                                                                      | 403-9                   | Kecelakaan kerja<br>Work-related injuries                                                                                                                                                                              | 136                                          |               |                        |
|                                                                                      | 403-10                  | Penyakit akibat kerja<br>Work-related ill health                                                                                                                                                                       | 137                                          |               |                        |

| GRI Standard / Other Source                                         | Pengungkapan Disclosure | Lokasi Location                                                                                                                                                                   | Omission                                     |               |                                                    |
|---------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------|----------------------------------------------------|
|                                                                     |                         |                                                                                                                                                                                   | Persyaratan Omission Requirement (S) Omitted | Alasan Reason | Penjelasan Explanation                             |
| <b>Diversity and equal opportunity (PEOPLE #2)</b>                  |                         |                                                                                                                                                                                   |                                              |               |                                                    |
| GRI 3:<br>Topik Material 2021<br>Material Topics 2021               | 3-3                     | Pengelolaan topik-topik material<br>Management of material topics                                                                                                                 | 204-207                                      |               |                                                    |
|                                                                     | 404-1                   | Rata-rata jam pelatihan per tahun per karyawan<br>Average hours of training per year per employee                                                                                 | 129                                          |               |                                                    |
|                                                                     | 404-2                   | Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan<br>Programs for upgrading employee skills and transition assistance programs                       | 130                                          |               |                                                    |
|                                                                     | 404-3                   | Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier<br>Percentage of employees receiving regular performance and career development reviews | 131                                          |               |                                                    |
| <b>407: Freedom of Association &amp; Collective Bargaining 2016</b> |                         |                                                                                                                                                                                   |                                              |               |                                                    |
| GRI 3:<br>Topik Material 2021<br>Material Topics 2021               | 3-3                     | Pengelolaan topik-topik material<br>Management of material topics                                                                                                                 | 204-207                                      |               |                                                    |
|                                                                     | 405-1                   | Keaneekaragaman badan tata kelola dan karyawan<br>Diversity of governance bodies and employees                                                                                    | 121                                          |               |                                                    |
|                                                                     | 405-2                   | Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki<br>Ratio of basic salary and remuneration of women to men                                                        | 132                                          | 405-2 (a)     | Batasan kerahasiaan<br>Confidentiality constraints |

| GRI Standard / Other Source                                          | Pengungkapan Disclosure | Lokasi Location                                                                                                                                                                                       | Omission                                     |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                      |                         |                                                                                                                                                                                                       | Persyaratan Omission Requirement (S) Omitted | Alasan Reason                                                                                                                                                 | Penjelasan Explanation                                                                                                                                                                                                                                                                                                                                                             |
| <b>Local communities (PUBLIC CONTRIBUTION #1)</b>                    |                         |                                                                                                                                                                                                       |                                              |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 3: Topik Material 2021<br>Material Topics 2021                   | 3-3                     | Pengelolaan topik-topik material<br>Management of material topics                                                                                                                                     | 204-207                                      |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 413: Masyarakat Lokal 2016<br>Local Communities 2016             | 413-1                   | Operasi dengan keterlibatan masyarakat lokal, penilaian dampak dan program pengembangan<br>Operations with local community engagement, impact assessments, and development programs                   | 144                                          |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
|                                                                      | 413-2                   | Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal<br>Operations with significant actual and potential negative impacts on local communities | -                                            | 413-2 (a)                                                                                                                                                     | Informasi belum tersedia<br>Information unavailable/incomplete<br><br>Astra masih memastikan kemungkinan dan sejauh mana dampak negatif dari program pengembangan masyarakat dapat ditimbulkan bagi penerima manfaat<br>Astra is still ensuring the possibility and to what extent should any negative impacts from community development programs may caused to the beneficiaries |
| <b>Environmental Friendly Products and Services (PORTFOLIO #9)</b>   |                         |                                                                                                                                                                                                       |                                              |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 3: Topik Material 2021<br>Material Topics 2021                   | 3-3                     | Manajemen topik material<br>Management of material topics                                                                                                                                             | 204-207                                      |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 417: Pemasaran dan Pelabelan 2016<br>Marketing and Labeling 2016 | 417-1                   | Persyaratan untuk pelabelan dan informasi produk dan jasa<br>Requirements for product and service information and labeling                                                                            | 110                                          |                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    |
|                                                                      | 417-2                   | Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa<br>Incidents of non-compliance concerning product and service information and labeling                                         |                                              | Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa<br>Incidents of non-compliance concerning product and service information and labeling | Batasan kerahasiaan<br>Confidentiality constraints<br><br>Berisi informasi rahasia termasuk data sensitif atau pribadi yang tidak dimaksudkan untuk diungkapkan kepada publik atau individu yang tidak berwenang<br>Contains confidential information includes any sensitive or private data that is not meant to be disclosed to the public or unauthorized individuals           |
|                                                                      | 417-3                   | Insiden ketidakpatuhan terkait komunikasi pemasaran<br>Incidents of non-compliance concerning marketing communications                                                                                |                                              | Insiden ketidakpatuhan terkait komunikasi pemasaran<br>Incidents of non-compliance concerning marketing communications                                        | Batasan kerahasiaan<br>Confidentiality constraints<br><br>Berisi informasi rahasia termasuk data sensitif atau pribadi yang tidak dimaksudkan untuk diungkapkan kepada publik atau individu yang tidak berwenang<br>Contains confidential information includes any sensitive or private data that is not meant to be disclosed to the public or unauthorized individuals           |

| GRI Standard / Other Source                                        | Pengungkapan Disclosure                                                                                                                                                                                       | Lokasi Location | Omission                                     |               |                        |
|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------------------------------------|---------------|------------------------|
|                                                                    |                                                                                                                                                                                                               |                 | Persyaratan Omission Requirement (S) Omitted | Alasan Reason | Penjelasan Explanation |
| <b>Environmental Friendly Products and Services (PORTFOLIO #9)</b> |                                                                                                                                                                                                               |                 |                                              |               |                        |
| GRI 3: Topik Material 2021<br>Material Topics 2021                 | 3-3<br>Pengelolaan topik-topik material<br>Management of material topics                                                                                                                                      | 204-207         |                                              |               |                        |
| GRI 418: Privasi Pelanggan 2016<br>Customer Privacy 2016           | 418-1<br>Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan<br>Substantiated complaints concerning breaches of customer privacy and losses of customer data | 74              |                                              |               |                        |

Topik dalam Standar Sektor GRI yang berlaku dianggap tidak material  
Topics in the applicable GRI Sector Standards determined as not material

| Topik Topic | Keterangan Explanation                                                                                                                                                                           |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|             | Belum terdapat standar sektor yang tersedia untuk PT Astra International Tbk sebagai perusahaan induk.<br>No Sector Standard available yet for PT Astra International, Tbk as a holding company. |

Daftar Pengungkapan Topik Standar GRI yang Bukan Topik Material tapi turut dilaporkan dalam Laporan ini  
List of GRI Standard Topic Disclosures that are not Material Topics but are also reported in this Report

| GRI Standard / Other Source                                                            | Pengungkapan Disclosure                                                                                                                                                                               | Lokasi Location |
|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| GRI 202: Keberadaan Pasar<br>Market Presence 2016                                      | 202-1 Rasio standar upah karyawan entry-level berdasarkan jenis kelamin terhadap upah minimum regional<br>Ratios of standard entry level wage by gender compared to local minimum wage                | 132             |
| GRI 205: Antikorupsi<br>Anticorruption                                                 | 205-2 Komunikasi dan Pelatihan Tentang Kebijakan dan Prosedur Anti-Korupsi<br>Communication and Training About Anti-Corruption Policies and Procedures                                                | 71              |
| GRI 308: Penilaian Pemasok Lingkungan 2016<br>Supplier Environmental Assessment 2016   | 308-1 Seleksi Pemasok Baru dengan Menggunakan Kriteria Lingkungan<br>New Suppliers that Were Screened Using Environmental Criteria                                                                    | 31              |
| GRI 412: Penilaian Hak Asasi Manusia 2016<br>Human Rights Assessment 2016              | 412-2 Pelatihan karyawan mengenai kebijakan atau prosedur hak asasi manusia<br>Employee Training on human rights policies or procedures                                                               | 72, 126         |
| GRI 414: Evaluasi Kinerja sosial Ketenagakerjaan Pemasok<br>Supplier social Assessment | 414-1 Seleksi Pemasok Baru dengan Menggunakan Kriteria Sosial<br>New Suppliers That Were Screened Using Social Criteria                                                                               | 31              |
| GRI 416: Kesehatan dan Keselamatan Pelanggan 2016<br>Customer Health and Safety 2016   | 416-1 Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa<br>Assessment of the health and safety impacts of product and service categories                              | 110             |
|                                                                                        | 416-2 Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa<br>Incidents of non-compliance concerning the health and safety impacts of products and services | 110             |

Daftar Penghargaan K3 | List of OHS Awards

| No | Lini Bisnis Business Lines | Nama Perusahaan/Cabang/-Site/Plant<br>Name of Company/Branch/-Site/Plant | Nama Penghargaan Awards                          | Pemberi Penghargaan Awarding Body |
|----|----------------------------|--------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------|
| 1  | Agribisnis                 | PT Astra Agro Lestari - PT KTS                                           | Penghargaan Zero Accident Provinsi 2022          | Disnaker Provinsi                 |
| 2  | Agribisnis                 | PT Astra Agro Lestari - PT SAI                                           | Penghargaan Zero Accident provinsi 2022          | Disnaker Provinsi                 |
| 3  | Agribisnis                 | PT Astra Agro Lestari - PT STN                                           | Penghargaan Zero Accident 2022                   | Kementerian Ketenagakerjaan RI    |
| 4  | Agribisnis                 | PT Astra Agro Lestari - PT WKP                                           | Penghargaan Zero Accident 2022                   | Kementerian Ketenagakerjaan RI    |
| 5  | Agribisnis                 | PT Astra Agro Lestari - PT WKP                                           | Penanganan Covid-19 ditempat kerja status Silver | Kementerian Ketenagakerjaan RI    |
| 6  | Agribisnis                 | PT Astra Agro Lestari - PT BIM                                           | Penghargaan Zero Accident 2022                   | Kementerian Ketenagakerjaan RI    |

| No | Lini Bisnis<br>Business Lines                   | Nama Perusahaan/Cabang/<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant | Nama Penghargaan<br>Awards                                                                                        | Pemberi Penghargaan<br>Awarding Body      |
|----|-------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| 7  | Agribisnis                                      | PT Astra Agro Lestari - PT BIM                                                 | Penghargaan Perusahaan Pengendalian HIV & AIDS dari Kemenaker RI                                                  | Kementerian Ketenagakerjaan RI            |
| 8  | Agribisnis                                      | PT Astra Agro Lestari - PT AAL1                                                | Penghargaan Zero Accident                                                                                         | Kementerian Ketenagakerjaan RI            |
| 9  | Agribisnis                                      | PT Astra Agro Lestari - PT PLB1                                                | Penanganan Covid-19 ditempat kerja status Gold                                                                    | Kementerian Ketenagakerjaan RI            |
| 10 | Agribisnis                                      | PT Astra Agro Lestari - PT STN                                                 | Penanganan Covid 19 ditempat kerja status Platinum                                                                | Kementerian Ketenagakerjaan RI            |
| 11 | Agribisnis                                      | PT Astra Agro Lestari - PT BIM                                                 | Penanganan Covid 19 ditempat kerja status Platinum                                                                | Kementerian Ketenagakerjaan RI            |
| 12 | Agribisnis                                      | PT Astra Agro Lestari - PT AAL1                                                | Penanganan Covid 19 ditempat kerja status Platinum                                                                | Kementerian Ketenagakerjaan RI            |
| 13 | Agribisnis                                      | PT Astra Agro Lestari - PT MMG                                                 | Penanganan Covid 19 ditempat kerja status Platinum                                                                | Kementerian Ketenagakerjaan RI            |
| 14 | Agribisnis                                      | PT Astra Agro Lestari - AAL HO                                                 | Juara 5 untuk Kompetisi Indonesia Aman Berlalu Lintas                                                             | PT Astra International Tbk                |
| 15 | Agribisnis                                      | PT Astra Agro Lestari - PT SLS                                                 | Penghargaan Mitra Bhakti Husada                                                                                   | Dinas Kesehatan                           |
| 16 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Agincourt Resources                                                         | Penghargaan atas Kontribusi Aktif Penanganan Pandemi COVID-19                                                     | Pemerintah Kabupaten Tapanuli Selatan     |
| 17 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Bina Pertiwi - Banjarmasin                                                  | Penghargaan Zero Accident                                                                                         | Kementerian Ketenagakerjaan RI            |
| 18 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site ASTO                                        | ESDM Award                                                                                                        | Kementerian ESDM RI                       |
| 19 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site RANT                                        | Zero LTI Accident Award                                                                                           | Kementerian Ketenagakerjaan RI            |
| 20 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site SPUT                                        | Zero LTI Accident Award                                                                                           | Kementerian Ketenagakerjaan RI            |
| 21 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site MASS                                        | Zero LTI Accident Award                                                                                           | Kementerian Ketenagakerjaan RI            |
| 22 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site ASTO                                        | Zero LTI Accident Award                                                                                           | Kementerian Ketenagakerjaan RI            |
| 23 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Kalimantan Prima Persada - Site INDE                                        | Zero LTI Accident Award                                                                                           | Kementerian Ketenagakerjaan RI            |
| 24 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site ARIA                                           | Pembinaan Kelompok Tanaman Asuhan Mandiri Tanaman Obat Keluarga Serai Desa Sumber Jaya (Mandiri Tingkat Provinsi) | Gubernur Kalimantan Selatan               |
| 25 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site ARIA                                           | Penghargaan Pembinaan PHBS Desa Sebamban Baru Tingkat Kabupaten                                                   | Desa Sebamban Baru                        |
| 26 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site ARIA                                           | Penghargaan Pemberdayaan dan Peningkatan SDM Posyandu                                                             | Puskesmas Perawatan Satui                 |
| 27 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site ARIA                                           | Juara 1 Housekeeping Workshop                                                                                     | PT Arutmin Indonesia Tambang Satui        |
| 28 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site ARIA                                           | Juara 1 Housekeeping Tambang                                                                                      | PT Arutmin Indonesia Tambang Satui        |
| 29 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site BAYA                                           | Penghargaan Pencegahan dan Penanggulangan HIV-AIDS di Tempat Kerja                                                | Gubernur Kalimantan Timur                 |
| 30 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site BAYA                                           | Penghargaan Pencegahan dan Penanggulangan HIV-AIDS di Tempat Kerja (Platinum)                                     | Kementerian Tenaga Kerja dan Transmigrasi |
| 31 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - BBSO                                                | Penghargaan Program Pencegahan & Penanggulangan COVID-19 di tempat kerja                                          | Kementerian Ketenagakerjaan RI            |
| 32 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - BBSO                                                | Penghargaan Kecelakaan Nihil (Zero Accident Award)                                                                | Kementerian Ketenagakerjaan RI            |
| 33 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site BEKB                                           | Penghargaan posyandu strata III Purnama                                                                           | Puskesmas Teweh Timur                     |
| 34 | Alat Berat, Pertambangan, Konstruksi dan Energi | PT Pamapersada Nusantara - Site BEKB                                           | Penghargaan Penanganan Covid-19 Kutai Barat                                                                       | Bupati Kutai Barat                        |

| No | Lini Bisnis<br>Business Lines                      | Nama Perusahaan/Cabang/-<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant | Nama Penghargaan<br>Awards                                                                                         | Pemberi Penghargaan<br>Awarding Body                                           |
|----|----------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| 35 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BEKB                                         | Penghargaan Sumbangsih Donor<br>Darah                                                                              | PMI Kutai Barat                                                                |
| 36 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BEKB                                         | Penghargaan Zero Incident                                                                                          | Kementerian Ketenagakerjaan RI                                                 |
| 37 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BEKB                                         | Contractor Management System<br>Kategori Emas                                                                      | PT BEK                                                                         |
| 38 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Perusahaan berperan aktif<br>dalam Program Donor Darah di<br>Kabupaten Berau                                       | PMI Kabupaten Berau                                                            |
| 39 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Perusahaan aktif dalam<br>pengendalian Covid-19                                                                    | Dinas Kesehatan Kabupaten<br>Berau                                             |
| 40 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Kerjasama program Sosial dan<br>dukungan kegiatan Khitanan Massal                                                  | IPAKARTI Sunda Berau                                                           |
| 41 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Penghargaan Best Pengelolaan DMS<br>(Driving Monitoring System)                                                    | PT Berau Coal                                                                  |
| 42 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Penghargaan Best Inspector SAP                                                                                     | PT Berau Coal                                                                  |
| 43 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Juara 2 Penilaian Implementasi<br>Protokol Kesehatan Covid 19                                                      | PT Berau Coal                                                                  |
| 44 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Best Penilaian Pelaporan Aktifitas<br>Kritis (SIB)                                                                 | PT Berau Coal                                                                  |
| 45 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Perusahaan yang berpartisipasi<br>melakukan percepatan penurunan<br>stunting di Kabupaten Berau                    | BKKBN Provisi Kalimantan Timur/<br>PLT Kepala Perwakilan BKKBN<br>Prov. Kaltim |
| 46 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Program Pencegahan dan<br>pengentasan Stunting Wujud<br>generasi Sehat sejak tahun 2020 di<br>Kabupaten            | TPPS Kab. Berau/Wakil Bupati<br>Kabupaten Berau                                |
| 47 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site BRCE                                         | Best Compliance Assessment<br>Implementation 2022 (All<br>Kontraktor BC)                                           | PT Berau Coal                                                                  |
| 48 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site INDO                                         | Penghargaan Dalam Menyukseskan<br>Kegiatan Hari Donor Darah Sedunia<br>Tahun 2022 Untuk Kepentingan<br>Kemanusiaan | Palang Merah Indonesia (PMI)<br>Kota Bontang                                   |
| 49 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site INDO                                         | ISDA Awards SDGS (Penerapan<br>Prokes 6M sebagai upaya<br>penanganan penyebaran covid-19)                          | CFCO                                                                           |
| 50 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KIDE                                         | Penghargaan dari Bupati Paser atas<br>Kerjasama dalam Penanggulangan<br>Covid 19 di Lingkungan Kerja               | Bupati Paser                                                                   |
| 51 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KIDE                                         | Penghargaan Zero Accident                                                                                          | Kementerian Ketenagakerjaan RI                                                 |
| 52 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KIDE                                         | Penghargaan P2 HIV AIDS di Tempat<br>Kerja                                                                         | Kementerian Ketenagakerjaan RI                                                 |
| 53 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KIDE                                         | Penghargaan P2 COVID 19 di<br>Tempat Kerja                                                                         | Kementerian Ketenagakerjaan RI                                                 |
| 54 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KIDE                                         | Penghargaan Penerapan Kaidah<br>Pertambangan yang Baik Tahun<br>2021                                               | Kementrian ESDM RI                                                             |
| 55 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCS                                         | Dukungan Kegiatan Donor Darah<br>Sukarela                                                                          | PMI Cabang Kutai Timur                                                         |
| 56 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Penyelenggaraan Donor Darah<br>Massal                                                                              | PMI Muara Enim                                                                 |
| 57 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Partisipasi Medukung Kota Layak<br>Anak dengan Peringkat Nindya                                                    | Bupati Muara Enim                                                              |
| 58 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Juara 1 Lomba Safety Talk PTBA                                                                                     | PT Bukit Asam                                                                  |
| 59 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Juara 1 Lomba Semarak Bulan K3                                                                                     | PT Bukit Asam                                                                  |

| No | Lini Bisnis<br>Business Lines                      | Nama Perusahaan/Cabang/-<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant | Nama Penghargaan<br>Awards                                                           | Pemberi Penghargaan<br>Awarding Body            |
|----|----------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------|
| 60 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Juara 1 Lomba Cepat Tepat PTBA                                                       | PT Bukit Asam                                   |
| 61 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site MTBU                                         | Juara 3 Lomba Poster                                                                 | PT Bukit Asam                                   |
| 62 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site TCMM                                         | Contractor Management System<br>Kategori Emas                                        | PT Trubaindo Coal Mining                        |
| 63 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | 9 MILION LTI FREE MANHOURS                                                           | PT Kaltim Prima Coal (KPC)                      |
| 64 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | Program P2 Covid                                                                     | Kementerian Ketenagakerjaan RI                  |
| 65 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | Program P2 HIV - AIDS                                                                | Kementerian Ketenagakerjaan<br>Kalimantan Timur |
| 66 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | Program P2 Covid                                                                     | Kementerian Ketenagakerjaan<br>Kalimantan Timur |
| 67 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | Komitmen Menerapkan SMK<br>dengan baik di Tahun 2021                                 | PT Kaltim Prima Coal (KPC)                      |
| 68 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | LTI Free Manhours                                                                    | PT Kaltim Prima Coal (KPC)                      |
| 69 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site KPCB                                         | Best mining operation (Membara<br>Award)                                             | PT Kaltim Prima Coal (KPC)                      |
| 70 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site Indominco Mandiri                            | Penghargaan Utama                                                                    | Kementerian ESDM RI                             |
| 71 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site Indominco Mandiri                            | Penghargaan Platinum                                                                 | Kementerian Ketenagakerjaan RI                  |
| 72 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site Indominco Mandiri                            | Penghargaan Kecelakaan Nihil                                                         | Kementerian Ketenagakerjaan RI                  |
| 73 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>- KIDE                                              | Penghargaan Zero Accident                                                            | Kementerian Ketenagakerjaan RI                  |
| 74 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>- KIDE                                              | Penghargaan P2 HIV AIDS di Tempat<br>Kerja                                           | Kementerian Ketenagakerjaan RI                  |
| 75 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>- KIDE                                              | Penghargaan P2 COVID 19 di<br>Tempat Kerja                                           | Kementerian Ketenagakerjaan RI                  |
| 76 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>- KIDE                                              | Penghargaan Penerapan Kaidah<br>Pertambangan yang Baik Tahun<br>2021                 | Kementrian ESDM RI                              |
| 77 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>- KIDE                                              | Best implementation SMMK3LE<br>(Sistem Manajemen Mutu, K3,<br>Lingkungan dan Energi) | PT Kideco Jaya Agung                            |
| 78 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>KPCS                                              | Zero Accident Award (Kementrian<br>Naker)                                            | Kementerian Ketenagakerjaan RI                  |
| 79 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>KPCS                                              | P2COVID (Kementrian Naker)                                                           | Kementerian Ketenagakerjaan RI                  |
| 80 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>KPCS                                              | P2HIV (Kementrian Naker)                                                             | Kementerian Ketenagakerjaan RI                  |
| 81 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>KPCS                                              | LTI Free Manhours                                                                    | PT Kaltim Prima Coal (KPC)                      |
| 82 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>KPCS                                              | Komitmen Menerapkan SMK<br>dengan baik di Tahun 2021                                 | PT Kaltim Prima Coal (KPC)                      |
| 83 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site ARIA                                         | Pencegahan dan penanggulangan<br>Covid-19 di tempat kerja                            | Gubernur Kalimantan Selatan                     |
| 84 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site ARIA                                         | ZERO Incident Award                                                                  | Kementerian Ketenagakerjaan RI                  |
| 85 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site ARIA                                         | Pencegahan dan penanggulangan<br>Covid-19 di tempat kerja                            | Kementerian Ketenagakerjaan RI                  |
| 86 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara -<br>Site ARIA                                         | Penghargaan UTAMA Penerapan<br>Kaidah Pertambangan Yang Baik<br>(GMP AWARDS )        | Kementerian ESDM RI                             |

| No  | Lini Bisnis<br>Business Lines                      | Nama Perusahaan/Cabang/-<br>Site/Plant<br>Name of Company/Branch/-<br>Site/Plant | Nama Penghargaan<br>Awards                                                                     | Pemberi Penghargaan<br>Awarding Body        |
|-----|----------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------|
| 87  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | Pamapersada Nusantara - Site<br>BBSO                                             | Penghargaan Kecelakaan Nihil                                                                   | Pemerintah Provinsi Kalimantan<br>Selatan   |
| 88  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | Pamapersada Nusantara - Site<br>BBSO                                             | Penghargaan Kecelakaan Nihil                                                                   | Kementerian Ketenagakerjaan RI              |
| 89  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | Pamapersada Nusantara - Site<br>BBSO                                             | Penghargaan Program pencegahan<br>dan penanggulangan covid 19 di<br>tempat kerja               | Pemerintah Provinsi Kalimantan<br>selatan   |
| 90  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | Pamapersada Nusantara - Site<br>BBSO                                             | Penghargaan Program pencegahan<br>dan penanggulangan covid 19 di<br>tempat kerja               | Kementerian Ketenagakerjaan RI              |
| 91  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | Pamapersada Nusantara - Site<br>SMMS                                             | GMP Award (Penilaian Penilaian<br>aspek keselamatan - Pratama)                                 | PT SMM                                      |
| 92  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa -<br>Plant Banjar                                      | Penghargaan Kecelakaan Nihil                                                                   | Kementerian Ketenagakerjaan RI              |
| 93  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa -<br>Plant Banjar                                      | Penghargaan Kecelakaan Nihil                                                                   | Pemprov Kalimantan Selatan                  |
| 94  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa -<br>Plant Banjar                                      | Program Pencegahan &<br>Penanggulangan COVID-19 di<br>Tempat Kerja                             | Kementerian Ketenagakerjaan RI              |
| 95  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa -<br>Plant Banjar                                      | Program Pencegahan &<br>Penanggulangan COVID-19 di<br>Tempat Kerja                             | Pemprov Kalimantan Selatan                  |
| 96  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Asmin Bara Bronang                                                            | ZERRO ACCIDENT AWARD                                                                           | Disnakertrans Provinsi<br>Kalimantan Tengah |
| 97  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Pandu<br>Engineering                                          | Penghargaan Kecelakaan Nihil                                                                   | Kementerian Ketenagakerjaan RI              |
| 98  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Pandu<br>Engineering                                          | Penghargaan Kecelakaan Nihil                                                                   | Pemerintah Provinsi Kalimantan<br>Selatan   |
| 99  | Otomotif                                           | PT Astra International Tbk -<br>Honda Jayapura                                   | Penghargaan Aktif Kegiatan Donor<br>Darah                                                      | Palang Merah Indonesia                      |
| 100 | Otomotif                                           | PT Astra International Tbk -<br>Honda Sulsel                                     | Bulan K3 Nasional                                                                              | Disnaker Provinsi Sulsel                    |
| 101 | Otomotif                                           | PT Astra International Tbk -<br>Honda Sulsel                                     | Bulan K3 Nasional                                                                              | Disnaker Provinsi Sulsel                    |
| 102 | Otomotif                                           | PT Astra International Tbk -<br>Honda Sulsel                                     | Bulan K3 Nasional                                                                              | Disnaker Provinsi Sulsel                    |
| 103 | Otomotif                                           | PT Astra International Tbk<br>Honda Kalimantan Barat                             | Penghargaan P2 Covid di Tempat<br>Kerja                                                        | Gubernur Kalimantan Barat                   |
| 104 | Otomotif                                           | PT Astra International - ISO                                                     | Juara 3 IAABL - Bulan Keselamatan<br>Berkendara 2022                                           | Astra International                         |
| 105 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC<br>Kaltim 1                                            | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |
| 106 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC<br>Kaltim 2                                            | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |
| 107 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC<br>Kaltengsel                                          | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |
| 108 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC DIY                                                    | Penghargaan Nihil Kecelakaan Kerja<br>Tingkat Nasional                                         | Kementerian Ketenagakerjaan RI              |
| 109 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC DIY                                                    | Penghargaan Nihil Kecelakaan Kerja<br>Tingkat Provinsi                                         | Gubernur DIY                                |
| 110 | Infrastruktur dan Logistik                         | PT Serasi Auotraya - TRAC<br>Pekanbaru                                           | Penghargaan Kecelakaan Nihil (Zero<br>Accident Awards) dari Gubernur DIY<br>periode tahun 2022 | Kementerian Ketenagakerjaan RI              |
| 111 | Infrastruktur dan Logistik                         | PT Serasi Logistics Indonesia -<br>Depo TAM Bandung                              | Penghargaan Nihil Kecelakaan Kerja                                                             | Provinsi Jawa Barat                         |
| 112 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC<br>Medan                                               | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |
| 113 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC Riau                                                   | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |
| 114 | Infrastruktur dan Logistik                         | PT Serasi Autoraya - TRAC<br>Bandung                                             | Penghargaan Nihil Kecelakaan Kerja                                                             | Kementerian Ketenagakerjaan RI              |

| No  | Lini Bisnis<br>Business Lines | Nama Perusahaan/Cabang/-<br>Site/Plant<br>Name of Company/Branch/-<br>Site/Plant | Nama Penghargaan<br>Awards                                                                   | Pemberi Penghargaan<br>Awarding Body        |
|-----|-------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------|
| 115 | Infrastruktur dan Logistik    | PT Harmoni Mitra Utama -<br>HMU Samarinda                                        | Penghargaan Nihil Kecelakaan Kerja                                                           | Kementerian Ketenagakerjaan RI              |
| 116 | Infrastruktur dan Logistik    | PT Serasi Autoraya - (TRAC<br>Nasional)                                          | Safety & Services Awards<br>(Excellent)                                                      | PT HM Sampoerna Tbk                         |
| 117 | Infrastruktur dan Logistik    | PT Serasi Autoraya - TRAC<br>Medan                                               | Penghargaan Pencegahan HIV Aids                                                              | Kementerian Ketenagakerjaan RI              |
| 118 | Infrastruktur dan Logistik    | PT Serasi Autoraya - TRAC<br>Bandung                                             | Penghargaan Pencegahan HIV Aids                                                              | Kementerian Ketenagakerjaan RI              |
| 119 | Otomotif                      | PT Tjahja Sakti Motor                                                            | Penghargaan Donor Darah                                                                      | PMI DKI                                     |
| 120 | Infrastruktur dan Logistik    | PT Pelabuhan Penajam Banua<br>Taka                                               | Zero Accident 2021                                                                           | Kementrian Tenaga Kerja dan<br>Transmigrasi |
| 121 | Infrastruktur dan Logistik    | PT Pelabuhan Penajam Banua<br>Taka                                               | Penghargaan Program P2 COVID 19<br>Di Tempat Kerja                                           | Dinas Lingkungan Hidup Provinsi<br>Kaltim   |
| 122 | Infrastruktur dan Logistik    | PT Astra Tol Nusantara                                                           | World Safety Organisation<br>Indonesia Safety Culture Award<br>(WISCA) 4 Star 2022           | WSO Indonesia                               |
| 123 | Infrastruktur dan Logistik    | PT Astra Tol Nusantara                                                           | Winner of BKKBL 2022                                                                         | PT Astra International Tbk                  |
| 124 | Infrastruktur dan Logistik    | PT Astra Tol Nusantara                                                           | ISEA (Indonesia Safety Excelent<br>Award) 2022                                               | First Indonesia                             |
| 125 | Infrastruktur dan Logistik    | PT Margaharjaya Infrastruktur                                                    | Kecelakaan Nihil                                                                             | Gubernur Jawa Timur                         |
| 126 | Infrastruktur dan Logistik    | PT Margaharjaya Infrastruktur                                                    | Kecelakaan Nihil                                                                             | Kementerian Ketenagakerjaan RI              |
| 127 | Properti                      | PT Menara Astra                                                                  | Penghargaan Juara ke-3 Kategori<br>Regu Penyelamatan Kompetisi Fire<br>Safety Challenge 2022 | Dinas Damkar Jakarta Pusat                  |
| 128 | Properti                      | PT Menara Astra                                                                  | Penghargaan Terbaik ke-5<br>Kompetisi Fire Safety Challenge<br>2022                          | Dinas Damkar Jakarta Pusat                  |
| 129 | Properti                      | PT Samadista Karya                                                               | Jakarta Fire Challenge                                                                       | Dinas Pemadam Kebakaran DKI<br>Jakarta      |

## Daftar Sertifikasi K3 | List of OHS Certification

| No | Lini Bisnis<br>Business Lines                      | Nama Perusahaan/Cabang/<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant                                    | Nama Penghargaan<br>Awards                                                                                                  | Pemberi Penghargaan<br>Awarding Body           |
|----|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| 1  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Acset Indonusa Tbk - Head<br>Office                                                                            | ISO 45001 : 2018                                                                                                            | TÜV NORD                                       |
| 2  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Acset Indonusa Tbk - Head<br>Office                                                                            | SMK3                                                                                                                        | Kementerian Ketenagakerjaan RI                 |
| 3  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Energia Prima Nusantara                                                                                        | ISO 45001 : 2018                                                                                                            | Sucofindo                                      |
| 4  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Energia Prima Nusantara                                                                                        | SMK 3                                                                                                                       | Kementerian Tenaga Kerja<br>Republik Indonesia |
| 5  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Kalimantan Prima Persada                                                                                       | ISO 45001 : 2018                                                                                                            | BSI                                            |
| 6  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>BPOP                                                                                  | AK3 Umum, AK3 Ketinggian,<br>AK3 Kebakaran, AK3 Perancah,<br>AK3 Asesor K3LH, AK3<br>Investigator, AK3 Lifting<br>Inspektor | TÜV SÜD                                        |
| 7  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Pamapersada Nusantara<br>(Head Office, KIDE, ARIA, ASMI,<br>SMMS, ABKL, KPCS, INDO,<br>MTBU, TCMM, BAYA, BEKB) | ISO 45001 : 2018                                                                                                            | TÜV SÜD                                        |
| 8  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa - HO                                                                                    | ISO 45001 : 2018                                                                                                            | BV                                             |
| 9  | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Asmin Bara Bronang                                                                                             | ISO 45001 : 2018                                                                                                            | SGS                                            |
| 10 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Suprabari Mapanindo<br>Mineral                                                                                 | ISO 45001 : 2018                                                                                                            | SGS/TÜV SÜD                                    |
| 11 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Telen Orbit Prima                                                                                              | ISO 45001 : 2018                                                                                                            | SGS                                            |
| 12 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Pandu<br>Engineering                                                                           | ISO 45001 : 2017                                                                                                            | SAI Global                                     |
| 13 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Semen Gresik                                                                                   | PP 50:2012 SMK3                                                                                                             | Kementerian Ketenagakerjaan<br>RI              |
| 14 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Semen Gresik                                                                                   | ISO 45001 : 2018                                                                                                            | Globus                                         |
| 15 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors - Head Office                                                                                  | SMK3                                                                                                                        | Kementerian Ketenagakerjaan<br>RI              |
| 16 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors - Cabang<br>Balikpapan                                                                         | SMK3                                                                                                                        | Kementerian Ketenagakerjaan<br>RI              |
| 17 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors - cabang<br>Banjarmasin                                                                        | SMK3                                                                                                                        | Kementerian Ketenagakerjaan<br>RI              |
| 18 | Infrastruktur & Logistik                           | PT Serasi Logistics Indonesia                                                                                     | ISO 45001 : 2018                                                                                                            | BSI                                            |
| 19 | Infrastruktur & Logistik                           | PT United Automobil<br>Sembilanpuluh Utama                                                                        | SMKPAU                                                                                                                      | Kementerian Ketenagakerjaan<br>RI              |
| 20 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Energia Prima Nusantara-Ho<br>Jiep                                                                             | SMK3                                                                                                                        | SICS                                           |
| 21 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Energia Prima Nusantara-Site<br>Pltu Pama 1                                                                    | SMK3                                                                                                                        | SICS                                           |
| 22 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Energia Prima Nusantara-Site<br>Pltu Pama 1                                                                    | ISO 45001 : 2018                                                                                                            | SICS                                           |
| 23 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT Patria Maritim Perkasa<br>(Batam)                                                                              | ISO 45001 : 2015                                                                                                            | BVI                                            |
| 24 | Alat Berat, Pertambangan,<br>Konstruksi dan Energi | PT United Tractors Pandu<br>Engineering                                                                           | OHSAS 45001: 2018                                                                                                           | SAI Global                                     |
| 25 | Otomotif                                           | PT Astra Honda Motor - Sunter                                                                                     | ISO 45001 : 2018                                                                                                            | SGS                                            |
| 26 | Otomotif                                           | PT Astra Honda Motor -<br>Pegangsaan                                                                              | ISO 45001 : 2018                                                                                                            | SGS                                            |

| No | Lini Bisnis<br>Business Lines | Nama Perusahaan/Cabang/<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant | Nama Penghargaan<br>Awards | Pemberi Penghargaan<br>Awarding Body |
|----|-------------------------------|--------------------------------------------------------------------------------|----------------------------|--------------------------------------|
| 27 | Otomotif                      | PT Astra Honda Motor - Cikarang                                                | ISO 45001 : 2018           | SGS                                  |
| 28 | Otomotif                      | PT Astra Honda Motor - Karawang                                                | ISO 45001 : 2018           | SGS                                  |
| 29 | Otomotif                      | PT Astra Honda Motor - DMD Cikarang                                            | ISO 45001 : 2018           | SGS                                  |
| 30 | Otomotif                      | PT Astra Honda Motor - Part Centre                                             | ISO 45001 : 2018           | SGS                                  |
| 31 | Otomotif                      | PT Astra Honda Motor - Sunter                                                  | SMK 3                      | Sucofindo                            |
| 32 | Otomotif                      | PT Astra Honda Motor - Pegangsaan                                              | SMK 3                      | Sucofindo                            |
| 33 | Otomotif                      | PT Astra Honda Motor - Cikarang                                                | SMK 3                      | Sucofindo                            |
| 34 | Otomotif                      | PT Hitachi Astemo Bekasi Manufacturing                                         | ISO 45001 : 2018           | Sucofindo                            |
| 35 | Otomotif                      | PT Musashi Auto Parts Indonesia (EJIP PLANT)                                   | ISO 45001 : 2018           | SGS                                  |
| 36 | Otomotif                      | PT Musashi Auto Parts Indonesia (SC PLANT)                                     | ISO 45001 : 2018           | SGS                                  |
| 37 | Otomotif                      | PT Musashi Auto Parts Indonesia (SC PLANT)                                     | SMK3                       | Sucofindo                            |
| 38 | Otomotif                      | PT Suryaraya Rubberindo Industries                                             | SMK3                       | Sucofindo                            |
| 39 | Otomotif                      | PT Suryaraya Rubberindo Industries                                             | ISO 45001 : 2018           | Sucofindo                            |
| 40 | Otomotif                      | PT Yutaka Manufacturing Indonesia                                              | SMK3                       | Sucofindo                            |
| 41 | Otomotif                      | PT Toyota - Astra Motor (SPLD Cibitung)                                        | ISO 45001 : 2018           | AJA Europe                           |
| 42 | Otomotif                      | PT Toyota - Astra Motor (NVDC Sunter)                                          | ISO 45001 : 2018           | AJA Europe                           |
| 43 | Otomotif                      | PT Toyota - Astra Motor (NVDC Cibitung)                                        | ISO 45001 : 2018           | AJA Europe                           |
| 44 | Otomotif                      | PT Toyota - Astra Motor (NVDC Karawang)                                        | ISO 45001 : 2018           | AJA Europe                           |
| 45 | Otomotif                      | PT Toyota - Astra Motor (TTC Cibitung)                                         | ISO 45001 : 2018           | AJA Europe                           |
| 46 | Otomotif                      | PT Toyota - Astra Motor (TSD)                                                  | ISO 45001 : 2018           | AJA Europe                           |
| 47 | Otomotif                      | PT Toyota - Astra Motor (PPDD)                                                 | ISO 45001 : 2018           | AJA Europe                           |
| 48 | Otomotif                      | PT Toyota - Astra Motor (Lexus LNTC)                                           | ISO 45001 : 2018           | AJA Europe                           |
| 49 | Otomotif                      | PT Toyota - Astra Motor (Ngoro)                                                | ISO 45001 : 2018           | AJA Europe                           |
| 50 | Otomotif                      | PT Astra Daihatsu Motor                                                        | ISO 45001 : 2018           | SGS                                  |
| 51 | Otomotif                      | PT Astra Daihatsu Motor                                                        | SMK3                       | Sucofindo                            |
| 52 | Otomotif                      | PT Gaya Motor                                                                  | ISO 45001 : 2018           | Sucofindo                            |
| 53 | Otomotif                      | PT Gaya Motor                                                                  | SMK3 2012                  | Sucofindo                            |
| 54 | Otomotif                      | PT Isuzu Astra Motor Indonesia - Karawang                                      | ISO 45001 : 2018           | TÜV Rheinland                        |
| 55 | Otomotif                      | PT Isuzu Astra Motor Indonesia - Pondok Ungu                                   | ISO 45001 : 2018           | TÜV Rheinland                        |
| 56 | Otomotif                      | PT Tjahja Sakti Motor                                                          | ISO 45001 : 2018           | Tuv Nord                             |
| 57 | Otomotif                      | PT Aisin Indonesia                                                             | ISO 45001 : 2018           | SGS                                  |
| 58 | Otomotif                      | PT Aisin Indonesia                                                             | SMK3                       | Kementerian Ketenagakerjaan RI       |

| No | Lini Bisnis<br>Business Lines | Nama Perusahaan/Cabang/<br>Site/Plant<br>Name of Company/Branch/<br>Site/Plant | Nama Penghargaan<br>Awards                       | Pemberi Penghargaan<br>Awarding Body                                                                          |
|----|-------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 59 | Otomotif                      | PT Astra Nippon Gasket Indonesia                                               | SMK3                                             | Sucofindo                                                                                                     |
| 60 | Otomotif                      | PT AT Indonesia                                                                | ISO 45001 : 2018                                 | TÜV-SÜD-PSB                                                                                                   |
| 61 | Otomotif                      | PT Century Batteries Indonesia                                                 | SMK3                                             | BKI                                                                                                           |
| 62 | Otomotif                      | PT DIC Astra Chemicals                                                         | ISO 45001 : 2018                                 | SAI GLOBAL                                                                                                    |
| 63 | Otomotif                      | PT DIC Astra Chemicals                                                         | SMK3                                             | Kementerian Ketenagakerjaan RI                                                                                |
| 64 | Otomotif                      | PT Evoluzione Tyres                                                            | ISO 45001 : 2018                                 | RINA                                                                                                          |
| 65 | Otomotif                      | PT Federal Izumi MFG                                                           | ISO 45001 : 2018                                 | PT TÜV NORD Indonesia                                                                                         |
| 66 | Otomotif                      | PT FSCM-Pulogadung                                                             | ISO 45001 : 2018                                 | TÜV NORD                                                                                                      |
| 67 | Otomotif                      | PT FSCM-Cileungsi                                                              | ISO 45001 : 2018                                 | TÜV NORD                                                                                                      |
| 68 | Otomotif                      | PT FSCM-Cirebon                                                                | ISO 45001 : 2018                                 | TÜV NORD                                                                                                      |
| 69 | Otomotif                      | PT Inti Ganda Perdana                                                          | ISO 45001 : 2018                                 | TÜV SÜD                                                                                                       |
| 70 | Otomotif                      | PT Menara Terus Makmur                                                         | ISO 45001 : 2018                                 | TÜV-SÜD PSB                                                                                                   |
| 71 | Otomotif                      | PT SKF Indonesia                                                               | ISO 45001 : 2018                                 | DNV                                                                                                           |
| 72 | Otomotif                      | PT Velasto Indonesia                                                           | ISO 45001 : 2018                                 | TÜV Rheinland                                                                                                 |
| 73 | Otomotif                      | PT Akashi Wahana Indonesia                                                     | ISO 45001                                        | TÜV SÜD                                                                                                       |
| 74 | Otomotif                      | PT Akashi Wahana Indonesia                                                     | SMK3                                             | BKI                                                                                                           |
| 75 | Otomotif                      | PT Hitachi Astemo Bekasi Manufacturing - Bekasi                                | SMK3                                             | Kementerian Ketenagakerjaan RI                                                                                |
| 76 | Otomotif                      | PT Toyota - Astra Motor - Sunter 2                                             | ISO 45001 : 2018                                 | AJA Europe                                                                                                    |
| 77 | Otomotif                      | PT Astra Otoparts Tbk                                                          | 26 Sertifikat : ISO , OHSAS, SMK3                | TÜV SÜD, KEMENAKER RI, TÜV Rheinland, SGS, Sucofindo, SAI global, RINA, PT TÜV NORD Indonesia, Kemenaker, BKI |
| 78 | Infrastruktur & Logistik      | PT Astra Nusa Perdana                                                          | ISO45001 : 2018                                  | URS                                                                                                           |
| 79 | Infrastruktur & Logistik      | PT Marga Lingkar Jakarta                                                       | Sistem Manajemen Keselamatan dan Kesehatan Kerja | Kementerian Ketenagakerjaan RI                                                                                |
| 80 | Infrastruktur & Logistik      | PT Marga Mandalasakti - Banten                                                 | SMK3                                             | Kementerian Ketenagakerjaan RI                                                                                |
| 81 | Infrastruktur & Logistik      | PT Pelabuhan Penajam Banua Taka                                                | ISO45001:2018                                    | URS                                                                                                           |
| 82 | Informasi & Teknologi         | PT Astra Graphia Tbk                                                           | ISO 45001:2018                                   | BSI                                                                                                           |
| 83 | Informasi & Teknologi         | PT Astra Graphia Information Technology                                        | ISO 45001:2018                                   | BSI                                                                                                           |
| 84 | Properti                      | PT Menara Astra                                                                | ISO 45001:2018                                   | SGS UK                                                                                                        |

**INFORMASI KEBERLANJUTAN TERPILIH YANG DIBERIKAN ASURANS SECARA INDEPENDEN  
SELECTED SUSTAINABILITY INFORMATION INDEPENDENTLY ASSURED**

Kami menugaskan KAP Tanudiredja, Wibisana, Rintis & Rekan (anggota jaringan global PricewaterhouseCoopers) untuk menjalankan Perikatan Keyakinan Terbatas (limited assurance) sehubungan dengan informasi keberlanjutan terpilih sebagai berikut:

We have engaged with KAP Tanudiredja, Wibisana, Rintis and Rekan (a member of the PricewaterhouseCoopers network of firms) to undertake a limited assurance engagement for the following selected sustainability information:

| Informasi Keberlanjutan<br>Sustainability Information                                                                               | Satuan<br>Units                                           | Angka untuk tahun yang berakhir<br>31 Desember 2022<br>Amount for the year ended<br>31 December 2022 |
|-------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| Total Emisi Gas Rumah Kaca (Scope 1 dan Scope 2)<br>Total greenhouse gas emission (Scope 1 and Scope 2)                             | Ton CO <sub>2</sub> e<br>Tonnes of CO <sub>2</sub> e      | 4,859,101                                                                                            |
| Total Konsumsi Energi<br>Total energy consumption                                                                                   | Gigajoules<br>Gigajoules                                  | 78,998,325                                                                                           |
| Total Limbah (Tidak termasuk Limbah Cair Non-B3) <sup>1)</sup><br>Total waste (excluding non-hazardous liquid waste) <sup>1)</sup>  | Ton<br>Tonnes                                             | 2,804,466                                                                                            |
| Jumlah Kejadian Fatalitas di Tempat Kerja - Karyawan<br>Number of fatalities in workplace – employees                               | Kejadian<br>Case                                          | 2                                                                                                    |
| Jumlah Kejadian Fatalitas di Tempat Kerja - Kontraktor<br>Number of fatalities in workplace – contractor                            | Kejadian<br>Case                                          | 6                                                                                                    |
| Total <i>high consequence work-related injury rate</i> - Karyawan<br>Total high consequence work-related injury rate – employees    | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | 0.021                                                                                                |
| Total <i>high consequence work-related injury rate</i> - Kontraktor<br>Total high consequence work-related injury rate – contractor | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | -                                                                                                    |
| Total <i>recordable work-related injury rate</i> - Karyawan<br>Total recordable work-related injury rate – employees                | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | 0.950                                                                                                |
| Total <i>recordable work-related injury rate</i> - Kontraktor<br>Total recordable work-related injury rate – contractor             | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | 0.424                                                                                                |
| <i>Lost-time injury frequency rate</i> - Karyawan<br><i>Lost-time injury frequency rate</i> – employees                             | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | 0.218                                                                                                |
| <i>Lost-time injury frequency rate</i> – Kontraktor<br><i>Lost-time injury frequency rate</i> – contractor                          | Per 1.000.000 jam kerja<br>Number per 1,000,000 man-hours | 0.122                                                                                                |

<sup>1)</sup> Penjumlahan dari limbah cair B3 *diverted* sebesar 18,32 x 10<sup>3</sup> Ton, limbah cair B3 *disposed* sebesar 7,82 x10<sup>3</sup> Ton (halaman 98) dan total limbah padat sebesar 2.778,32 x 10<sup>3</sup> Ton (halaman 100).  
Represent the total of hazardous liquid waste diverted of 18.32 x 10<sup>3</sup> tonnes, hazardous liquid waste disposed of 7.82 x10<sup>3</sup> tonnes (page 98) and solid waste of 2,778.32 x 10<sup>3</sup> tonnes (page 100)

# Pernyataan Verifikasi Independen [SEOJK G.1]

## Independent Assurance Statement



### Independent Practitioners' Limited Assurance Report on the Identified Sustainability Information

To the Board of Directors of PT Astra International Tbk,

N20230328002/DC2/EDR/2023

We have undertaken a limited assurance engagement in respect of the selected sustainability information of PT Astra International Tbk and subsidiaries (the "Group") listed below and identified as the numbers stated in the section "Selected Sustainability Information Independently Assured" of the Group's Sustainability Report for the year ended 31 December 2022 (the "2022 Sustainability Report") (the "Identified Sustainability Information").

#### Identified Sustainability Information

The Identified Sustainability Information for the year ended 31 December 2022 is summarised below:

| Sustainability Information                                   | Units                          |
|--------------------------------------------------------------|--------------------------------|
| Total greenhouse gas ("GHG") emission (Scope 1 and Scope 2)  | Tonnes of CO <sub>2</sub> e    |
| Total energy consumption                                     | Gigajoules                     |
| Total waste (excluding non-hazardous liquid waste)           | Tonnes                         |
| Number of fatalities in workplace – employees                | Case                           |
| Number of fatalities in workplace – contractor               | Case                           |
| Total high consequence work-related injury rate – employees  | Number per 1,000,000 man-hours |
| Total high consequence work-related injury rate – contractor | Number per 1,000,000 man-hours |
| Total recordable work-related injury rate – employees        | Number per 1,000,000 man-hours |
| Total recordable work-related injury rate – contractor       | Number per 1,000,000 man-hours |
| Lost-time injury frequency rate – employees                  | Number per 1,000,000 man-hours |
| Lost-time injury frequency rate – contractor                 | Number per 1,000,000 man-hours |

Our assurance was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the 2022 Sustainability Report and, therefore, do not express any conclusion thereon.

#### Criteria

The criteria used by the Group to prepare the Identified Sustainability Information is set out in section "Astra Data Collection and Calculation Criteria" of the 2022 Sustainability Report (the "Criteria").

#### The Group's Responsibility for the Identified Sustainability Information

The Group is responsible for the preparation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

### Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan

WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta 12920 – Indonesia

T: +62 (21) 5099 2901 / 3119 2901, F: +62 (21) 5290 5555 / 5290 5050, www.pwc.com/id

Nomor Izin Usaha: KEP-241/KM.1/2015.



**Inherent Limitations**

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the underlying subject matter and the methods used for determining such information. The precision of different measurement techniques may also vary. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

**Our Independence and Quality Management**

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement, and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Responsibility**

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Group's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

PT Astra International Tbk  
 N20230328002/DC2/EDR/2023  
 28 March 2023



Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Identified Sustainability Information;
- obtained an understanding of the process for collecting and reporting the Identified Sustainability Information;
- performed limited substantive testing on a selective basis of the Identified Sustainability Information to check that data has been appropriately measured, recorded, collated and reported; and
- considered the disclosure and presentation of the Identified Sustainability Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Group's Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.

#### Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Group's Identified Sustainability Information for the year ended 31 December 2022 is not prepared, in all material respects, in accordance with the Criteria.

#### Restriction on Distribution and Use

Our report has been prepared for and only for the Board of Directors of the Group and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the content of this report.

JAKARTA,  
28 March 2023

**Eddy Rintis, S.E., CPA**  
License of Public Accountant No. AP. 0230

# Lembar Umpan Balik [SEOJK G.2]

## 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 this 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<br>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><br>This report provides a good overview on Astra's performance in its pursuit to reach sustainable development |         |       |         |        |          |                  |
| 3  | Laporan ini mudah dimengerti<br>This report is easy to understand                                                                                                                                                                                     |         |       |         |        |          |                  |
| 4  | Informasi pada laporan ini cukup lengkap (detail)<br>The report provides enough detail of information                                                                                                                                                 |         |       |         |        |          |                  |
| 5  | Laporan ini layak/dapat dipertanggungjawabkan<br>This report is credible enough                                                                                                                                                                       |         |       |         |        |          |                  |

**SS** = Sangat Setuju    **S** = Setuju    **RR** = Ragu-ragu    **TS** = Tidak Setuju    **STS** = Sangat Tidak Setuju  
**SA** = Strongly Agree    **A** = Agree    **SD** = Somewhat Disagree    **D** = Disagree    **SD** = Strongly Disagree

|                                                                                                                                         |                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Informasi yang menarik adalah:</b><br>Most interested information is (are):<br>a.<br>b.<br>c.                                        | <b>Informasi yang kurang menarik adalah:</b><br>Least interested information is (are):<br>a.<br>b.<br>c. |
| <b>Saran dan/atau kritik mengenai isi, desain, layout dan lain-lain.</b><br>Comments on content, design, layout, etc.<br>a.<br>b.<br>c. | <b>Informasi yang dapat ditambahkan:</b><br>Any additional comments:<br>a.<br>b.<br>c.                   |

### Profil Anda Your Profile

Nama (tidak wajib) | Name (optional) :

Umur & Jenis Kelamin (wajib) | Age & Sex (obligatory) :

Institusi/Perusahaan (tidak wajib) | Institution/Company (optional) :

Jenis institusi/Perusahaan | Institution/Company :

- |                                                  |                                                 |                                             |
|--------------------------------------------------|-------------------------------------------------|---------------------------------------------|
| <input type="checkbox"/> Pemerintah   Government | <input type="checkbox"/> Industri   Industry    | <input type="checkbox"/> Media   Media      |
| <input type="checkbox"/> LSM   NGO               | <input type="checkbox"/> Masyarakat   Community | <input type="checkbox"/> Lain-lain   Others |



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 [GRI 2-3]**

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

Jakarta 10220, Indonesia

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

email: corcomm@ai.astra.co.id



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# 2022

LAPORAN KEBERLANJUTAN  
SUSTAINABILITY REPORT

PT Astra International Tbk

## Menciptakan Dampak Positif Berkelanjutan

Creating Sustainable Positive Impact



**PT Astra International Tbk**

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