



PT SELAMAT SEMPURNA Tbk

Laporan Keberlanjutan
**SUSTAINABILITY
REPORT 2023**



**MENAVIGASI TANTANGAN
DAN MEMBANGUN
KETAHANAN**

Navigating Challenges and
Fostering Resilience

MENAVIGASI TANTANGAN DAN MEMBANGUN KETAHANAN

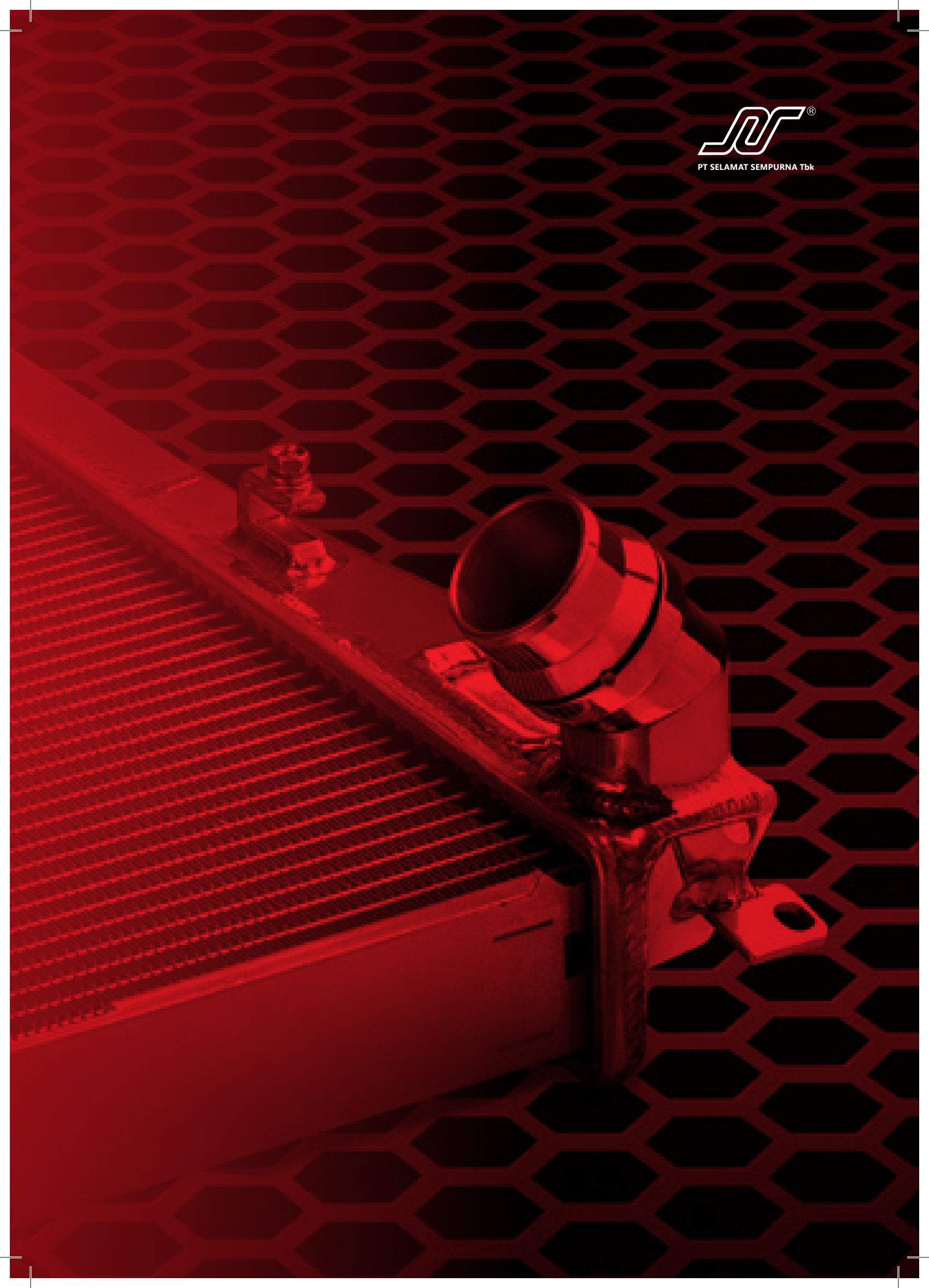
Navigating Challenges and Fostering Resilience

Berangkat dari tantangan 2 (dua) tahun sebelumnya yang membuktikan kekuatan positif Perseroan, Kami yakin dapat mengendalikan segala tantangan yang dihadapi ditahun ini dan dimasa yang akan datang untuk menjadi bagian dari pemimpin pasar yang menerapkan prinsip-prinsip Keberlanjutan. Kami percaya dengan membangun sistem ketahanan yang mengedepankan nilai-nilai keberlanjutan, Perseroan dapat mengelola bisnis dengan berkelanjutan dan tentunya penuh dengan tanggungjawab.

Following the challenges of the previous two years, which demonstrated the positive strength of the company, we are confident that we can navigate the challenges faced this year and in the future to become one of the market leaders who apply the principles of sustainability. We believe that by fostering a resilient system that emphasizes sustainability values, the company can manage the business sustainably and responsibly.

PT Selamat Sempurna Tbk (selanjutnya disebut "Perseroan") menerbitkan Laporan Keberlanjutan 2023 yang menyajikan informasi kinerja yang mencakup aspek ekonomi, sosial dan lingkungan. Secara umum, isi Laporan memuat hasil analisis internal, dokumen dan informasi narasumber yang andal. Informasi dalam Laporan ini dapat berisi pernyataan yang dianggap sebagai pandangan masa depan (*forward looking statements*), seperti harapan, perkiraan, estimasi atau proyeksi sehingga bisa saja mengalami perubahan dan pembaharuan di masa mendatang. Dalam Laporan ini, seluruh data numerik dalam tabel dan grafik menggunakan satuan bahasa Inggris, sedangkan data numerik dalam teks bahasa Inggris dan Indonesia akan disesuaikan dengan konteksnya.

PT Selamat Sempurna Tbk (hereinafter referred to as the "Company") is pleased to publish its 2023 Sustainability Report, which presents performance information covering economic, social and environmental aspects. In general, the contents of the Report contain the results of internal analysis, documents and reliable source information. The information in this Report may include forward-looking statements, such as expectations, estimates, or projections which are subject to change and updates in the future. Additionally, all numerical data in tables and graphs within this report are presented using English units, while numerical data in both English and Indonesian text will be adjusted to fit the context.



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Ikhtisar Kinerja Keberlanjutan

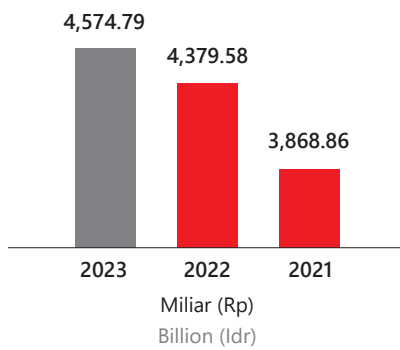
Sustainability Performance Highlights



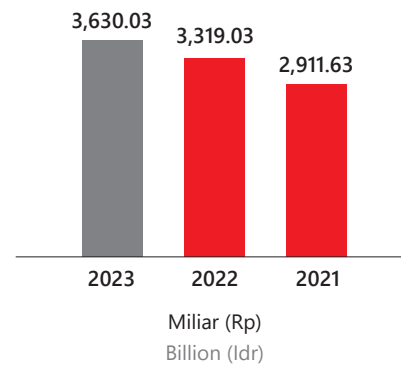
KINERJA EKONOMI

Economic Performance

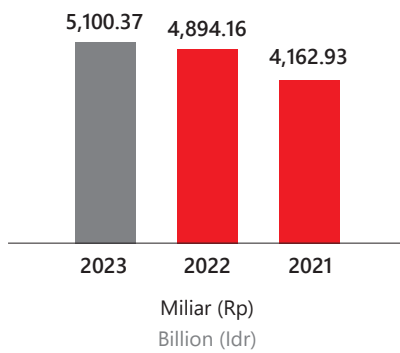
Jumlah Aset
Total Assets



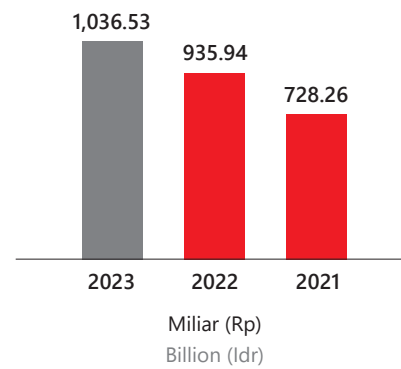
Jumlah Ekuitas
Total Equity



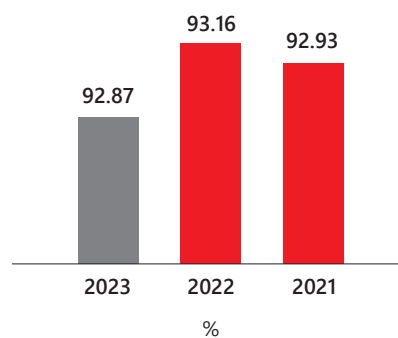
Pendapatan
Revenue



Laba (Rugi) Bersih
Net Profit (Loss)



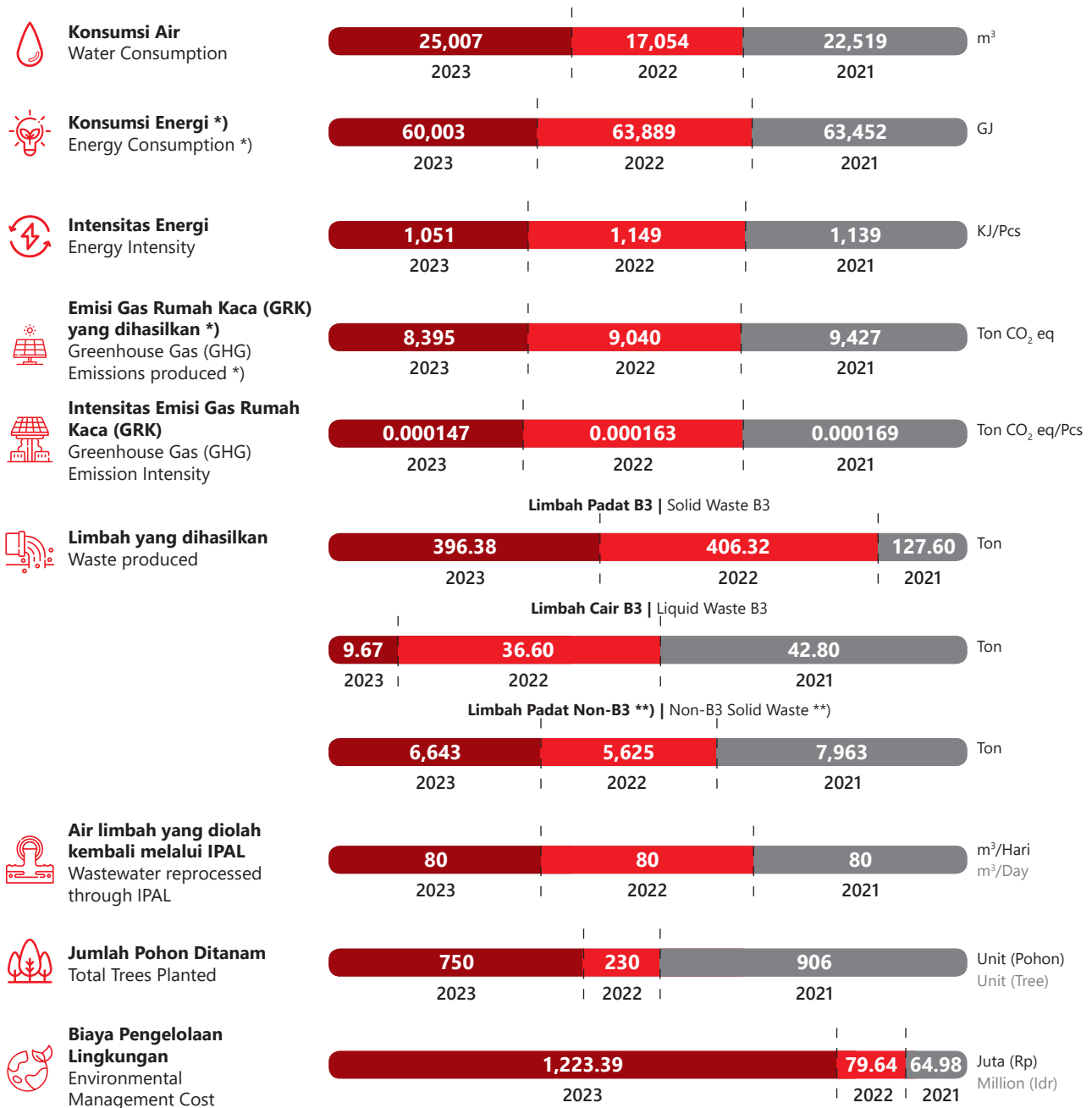
Jumlah Pemasok Lokal
Total Local Suppliers





KINERJA LINGKUNGAN

Environmental Performance



CATATAN | NOTES:

*) Data tahun 2021 dan 2022 dinyatakan kembali.
*) The 2021 and 2022 data were restated.

**) Data tahun 2022 dinyatakan kembali.
**) The 2022 data were restated.



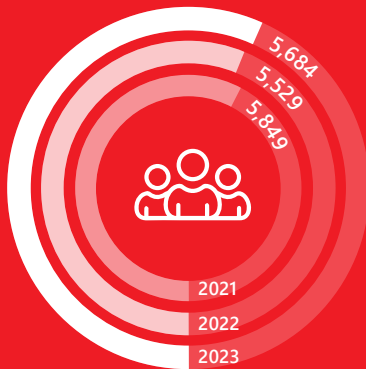
KINERJA SOSIAL

Social Performance

KINERJA INTERNAL

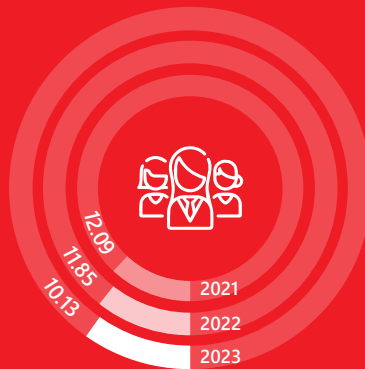
Internal Performance

Jumlah Karyawan **)
Total Employees **)



Orang
Person

Komposisi Karyawan Perempuan **)
Composition of Female Employees **)



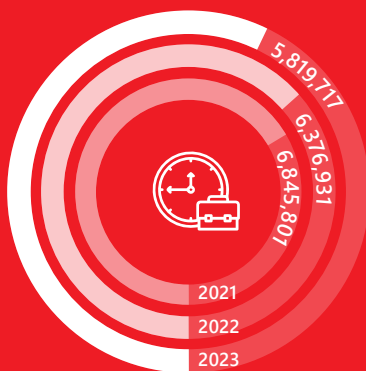
%

Survei Keterlibatan Karyawan Grup *)
Employee Engagement Survey Group *)



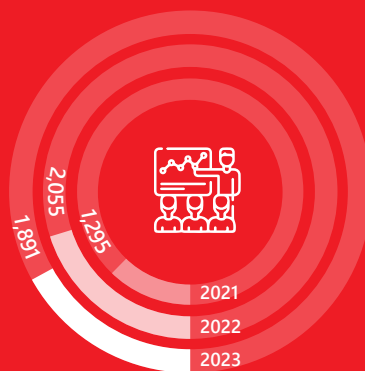
%

Jam Kerja Selamat **)
Safe Working Hours **)



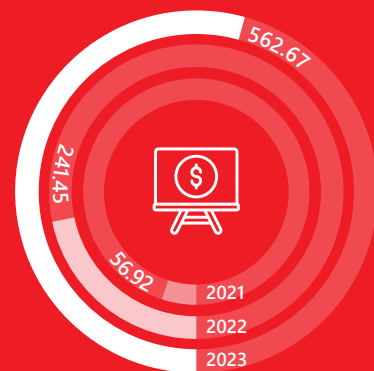
Jam
Hour

Jam Pelatihan **)
Training Hours **)



Jam
Hour

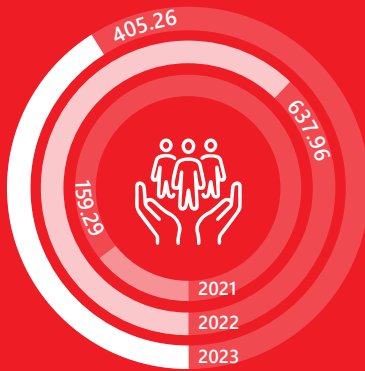
Biaya Pelatihan *)**
Training Cost ***)



Juta (Rp)
Million (Idr)

KINERJA EKSTERNAL
External Performance

Pendanaan Tanggung Jawab Sosial
Social Responsibility Funding



Juta (Rp)
Million (Idr)

Pendidikan
Education



Juta (Rp)
Million (Idr)

Kesehatan
Health



Juta (Rp)
Million (Idr)

Sosial
Social



Juta (Rp)
Million (Idr)

Keagamaan
Religion



Juta (Rp)
Million (Idr)

Lingkungan Hidup Masyarakat
Community Environment



Juta (Rp)
Million (Idr)

CATATAN | NOTES:

*) Survei dua tahun sekali.

*) Surveys once every two years.

**) Data tahun 2021 dan 2022 dinyatakan kembali.

**) The 2021 and 2022 data were restated.

***) Data tahun 2022 dinyatakan kembali.

***) The 2022 data were restated.

Perhitungan pada Jam Kerja Selamat adalah total dari jam kerja dikurangi dengan total jam kerja hilang (karena cuti, alpa, izin dan sakit).

N/A: Not Available

The calculation on Surviving Working Hours is the total of the hours worked minus the total hours worked lost (due to leave, absence, permission and sickness).

N/A: Not Available

Strategi Keberlanjutan & Dukungan Pada Tujuan Pembangunan Berkelanjutan (TPB)

Sustainability Strategy & Support For The Sustainable Development Goals (SDGs)

STRATEGI KEBERLANJUTAN

[2-22, 2-23, 2-24]

PT Selamat Sempurna Tbk telah memperhatikan keberlanjutan dalam ekonomi, lingkungan, sosial dan tata kelola (LST) sepanjang kegiatan usahanya. Dalam penerapannya, Perseroan berupaya secara berkesinambungan menerapkan praktik-praktik keberlanjutan untuk meminimalkan risiko LST maupun penerapan *continuous improvement* hingga mencapai *operational excellence*.

Perseroan meyakini keberlanjutan adalah sebuah komitmen yang harus ditanamkan secara mendalam dalam bisnis Perseroan. Dengan demikian, komitmen ini akan bertumbuh menjadi nilai-nilai yang mengakar dan mengendap dalam pikiran yang kemudian akan terwujud menjadi pola pikir dan tindakan nyata. Komitmen tersebut yakni:

1. Menerapkan prinsip-prinsip tata kelola perusahaan yang baik, memenuhi peraturan yang berlaku serta menghormati norma sosial dan prinsip-prinsip hak asasi manusia.
2. Melakukan praktik operasi yang adil, termasuk di dalamnya memperhatikan isu-isu konsumen serta ketenagakerjaan sepenuhnya.
3. Memperhatikan aspirasi dari pemangku kepentingan, termasuk di dalamnya melibatkan masyarakat di sekitar area operasi dan turut berkembang bersamanya.
4. Menjalankan sistem pengelolaan yang terbuka dan akuntabel sebagai salah satu upaya perbaikan secara terus-menerus.
5. Mengintegrasikan aktivitas tanggung jawab sosial dan lingkungan ke dalam organisasi dan menjadi bagian dari aktivitas operasional organisasi.
6. Memastikan setiap karyawan memahami kebijakan ini, menjadikannya sebagai

SUSTAINABILITY STRATEGY

[2-22, 2-23, 2-24]

PT Selamat Sempurna Tbk has paid attention to sustainability in economic, environmental, social and governance (ESG) throughout its business activities. In its implementation, the Company strives to continuously implement sustainability practices to minimize ESG risks and the application of continuous improvement to achieve operational excellence.

The Company believes sustainability is a commitment that must be deeply embedded in the Company's business. Thus, this commitment will grow into deep-rooted values that settle in the mind which will then manifest into real thought patterns and actions. These commitments are:

1. Apply the principles of good corporate governance, comply with applicable regulations and respect social norms and human rights principles.
2. Conduct the fair operating practices, including paying full attention to consumer and labor issues.
3. Pay attention to the aspirations of stakeholders, including involving the community around the area of operation and developing with it.
4. Running an open and accountable management system as one of the efforts for continuous improvement.
5. Integrate social and environmental responsibility activities into the organization and become part of the organization's operational activities.
6. Ensure that every employee understands this policy, makes it a guide and

panduan dan turut mengkomunikasikan dalam setiap tataran organisasi dan aktivitas.

communicates at every level of the organization and activities.

Sementara itu, untuk menghadapi tantangan geopolitik dan fluktuasi kondisi pasar global serta mendukung praktik keberlanjutan yang optimal, Perseroan telah memiliki strategi keberlanjutan dan kebijakan dalam pengelolaan aspek ekonomi maupun LST yang juga disosialisasikan kepada setiap karyawan. Secara umum, strategi dan kebijakan tersebut antara lain:

Meanwhile, to face geopolitical challenges and fluctuations in global market conditions and support optimal sustainability practices, the Company has established sustainability strategies and policies in managing economic and ESG aspects which are also disseminated to every employee. In general, these strategies and policies include:

1



Mengutamakan Kesehatan dan Keselamatan Karyawan: **Prioritizing the Employee Health and Safety:**

- A. Menerapkan langkah-langkah kesehatan dan keselamatan yang ketat untuk melindungi seluruh karyawan.
Implement strict health and safety measures to protect all employees.
- B. Mendorong dan memfasilitasi vaksinasi.
Encourage and facilitate vaccination.
- C. Menyediakan pilihan kerja jarak jauh jika memungkinkan dan memastikan jarak sosial di dalam fasilitas.
Provide remote work options where possible and ensure social distancing within the facility.

2



Menjaga Rantai Pasokan: **Maintaining the Supply Chain:**

- A. Diversifikasikan sumber rantai pasokan dan kurangi ketergantungan pada satu wilayah atau pemasok.
Diversify the supply chain sources and reduce dependence on a single region or supplier.
- B. Memperkuat hubungan dengan pemasok utama dan menjaga komunikasi terbuka.
Strengthen relationships with the key suppliers and maintain open communication.

3



Kemampuan Kerja Jarak Jauh: **Remote the Work Capabilities:**

- A. Menyiapkan infrastruktur kerja jarak jauh yang kuat dan keamanan siber untuk mendukung karyawan jarak jauh.
Set up a robust remote work infrastructure and cybersecurity to support remote employees.
- B. Mengembangkan kebijakan dan pedoman kerja jarak jauh yang jelas.
Develop clear remote work policies and guidelines.

4



Transformasi Digital: **Digital Transformation:**

- A. Percepat transformasi digital, termasuk otomatisasi, IoT dan analisis data untuk meningkatkan efisiensi dan kemampuan beradaptasi.
Accelerate digital transformation, including automation, IoT and data analytics to improve efficiency and adaptability.
- B. Meningkatkan saluran *e-commerce* dan penjualan online.
Increase e-commerce channels and online sales.

5



Efisiensi operasional: **Operational efficiency:**

- A. Fokus pada pengendalian biaya dan efisiensi operasional.
Focus on cost control and operational efficiency.
- B. Melakukan tinjauan menyeluruh terhadap operasi untuk mengidentifikasi area yang perlu ditingkatkan.
Conduct a thorough review of operations to identify areas for improvement.

6



Fokus pelanggan: **Customer focus:**

- A. Memberikan dukungan luar biasa dan solusi yang disesuaikan, terutama terkait *lockdown*.
Provide exceptional support and customized solutions, especially regarding lockdowns.
- B. Mendengarkan masukan pelanggan untuk mengadaptasi kepuasan pelanggan.
Listen to customer feedback to adapt to customer satisfaction.

7



Manajemen Arus Kas: **Cash Flow Management:**

- A. Mengelola arus kas dengan hati-hati dan menyiapkan cadangan untuk menangani ketidakpastian.
Manage the cash flow carefully and prepare reserves to handle the uncertainty.
- B. Menegosiasikan perpanjangan syarat pembayaran dengan pemasok atau percepatan pembayaran dari pelanggan, jika memungkinkan.
Negotiate an extension of payment terms with suppliers or expedite payments from customers, if possible.

8



Mitigasi risiko: The Risk mitigation:

- A. Menilai dan memitigasi risiko secara terus-menerus melalui analisis risiko berkala dan perencanaan kontingensi.
Assess and mitigate risks on an ongoing basis through periodic risk analysis and contingency planning.
- B. Mempertahankan daftar risiko dan memperbarui, jika diperlukan.
Maintain a risk register and update, if needed.

9



Komunikasi Strategis: The Strategic Communication:

- A. Memberikan informasi kepada pemangku kepentingan tentang Tanggapan Perseroan terhadap pandemi ini dan rencana masa depan.
Provide information to stakeholders about the Company's response to this pandemic and future plans.
- B. Transparansi dan komunikasi terbuka dapat membangun kepercayaan dan keyakinan.
Transparency and open communication can build trust and confidence.

Melalui pelaksanaan strategi dan kebijakan dalam praktik keberlanjutan tersebut, Perseroan diharapkan mampu juga untuk mendukung target kinerja keberlanjutan maupun berkontribusi pada Tujuan Pembangunan Berkelanjutan (TPB).

STRATEGI UNTUK MENGATASI PERUBAHAN IKLIM

Perseroan menyadari bahwa perubahan iklim menjadi tantangan global dan membutuhkan strategi yang komprehensif. Strategi yang direncanakan harus sejalan dan mendukung komitmen Indonesia dalam kontribusinya mengurangi emisi Gas Rumah Kaca (GRK) sebesar 31,89% dengan usaha sendiri di tahun 2030 dan 43,2% dengan bantuan internasional. Secara umum, Perseroan telah mempertimbangkan isu-isu terkait perubahan iklim ke dalam manajemen risiko maupun strategi dalam menurunkan emisi GRK yang timbul.

Through the implementation of strategies and policies in sustainability practices, the Company is also expected to be able to support sustainability performance targets and contribute to the Sustainable Development Goals (SDGs).

STRATEGIES TO TACKLE THE CLIMATE CHANGE

The Company realizes that climate change is a global challenge and requires a comprehensive strategy. The planned strategy must be in line with and support Indonesia's commitment in its contribution to reducing the Greenhouse Gas (GHG) emissions by 31.89% with its own efforts by 2030 and 43.2% with the international assistance. In general, the Company has considered issues related to climate change into the risk management and strategies in reducing the GHG emissions that arise.

RISIKO DAN PELUANG TERKAIT IKLIM

Perseroan menyadari bahwa bisnis dan rantai nilai dapat terpengaruh oleh perubahan iklim global. Untuk itu, Perseroan telah mengidentifikasi risiko dan peluang yang muncul akibat adanya perubahan iklim tersaji dalam tabel di bawah ini.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Company recognizes that the business and the value chains may be affected by the global climate change. To that end, the Company has identified the risks and opportunities arising from climate change presented in the table below.

| RISIKO DAN PELUANG TERKAIT IKLIM Climate-related Risks and Opportunities | DRIVER YANG DIPRIORITASKAN Prioritized Drivers | PENJELASAN Explanation |
|--|--|---|
| Fisik Physical | Akut Acute | Kondisi hujan/banjir yang ekstrem akibat dari perubahan iklim (juga terkait dengan tren curah hujan jangka panjang) akan dapat menghambat jalur distribusi. Extreme rain/flood conditions resulting from climate change (also related to long-term rainfall trends) can hamper the distribution channels. |
| | Kronis Chronic | Meningkatnya suhu dan panas yang ekstrem. Increased temperature and extreme heat. |
| Transisi Transition | Kebijakan dan hukum Policy and law | Komitmen Indonesia terhadap pengurangan emisi. Adanya isu pengaplikasian pajak karbon termasuk program <i>carbon offset</i> akan mempengaruhi bisnis. Indonesia's commitment to emission reduction. The issue of applying carbon taxes, including carbon offset programs, will affect the business. |
| | Teknologi Technology | Efisiensi melalui otomatisasi dan teknologi. Efficiency through automation and technology. |
| | Pasar Market | Pasar baru atau pasar yang sedang berubah, termasuk perubahan pasar di sektor solusi otomotif dan industri suku cadang. New markets or emerging markets, including the market changes in the automotive solutions sector and parts industry. |
| | Reputasi Reputation | Reputasi perusahaan dapat turun jika bisnis tidak berjalan sesuai dengan harapan pemangku kepentingan, terutama investor yang memiliki perhatian besar pada pengelolaan risiko iklim. A company's reputation can drop if the business does not perform according to the expectations of stakeholders, especially investors who have a great concern for climate risk management. |

ANALISIS SKENARIO IKLIM

Proses analisis skenario digunakan untuk mengidentifikasi dan menilai implikasi yang dapat timbul dari ketidakpastian iklim. Hasil analisis ini dapat membantu Perseroan dalam mengintegrasikan risiko ke dalam strategi keberlanjutan di sepanjang aktivitas bisnis. Analisis skenario ini mempertimbangkan trajektori tren isu-isu global terkait perubahan

CLIMATE SCENARIO ANALYSIS

The process of scenario analysis is used to identify and assess the implications that can arise from climate uncertainty. The results of this analysis can assist the Company in integrating risk into sustainability strategies throughout business activities. This scenario analysis considers the trajectory of trends in global issues related to climate change, including changes in the earth's

iklim, antara lain perubahan suhu permukaan bumi, konsentrasi emisi GRK di atmosfer dan perkembangan regulasi yang erat hubungannya dengan sektor bisnis Perseroan. Hasil analisis skenario ini kemudian menjadi dasar dalam merumuskan risiko dan peluang maupun upaya mitigasinya khususnya berhubungan dengan kondisi finansial Perseroan. Perseroan membagi jangka waktu identifikasi risiko dan peluang terkait iklim menjadi jangka pendek (1-5 tahun), menengah (5-15 tahun) dan jangka panjang (>15 tahun).

surface temperature, the concentration of GHG emissions in the atmosphere and regulatory developments that are closely related to the Company's business sector. The results of this scenario analysis then become the basis for formulating risks and opportunities as well as mitigation efforts, especially related to the Company's financial condition. The Company divides the period of identification of climate-related risks and opportunities into short-term (1-5 years), medium-term (5-15 years) and long-term (>15 years).

TOPIK MATERIAL LAPORAN

[3-1, 3-2]

Perseroan telah melakukan penilaian materialitas yang berpedoman pada GRI Standard, dengan memperhatikan dampak signifikan bagi Perseroan dan menjadi perhatian bagi para pemangku kepentingan. Terdapat 4 langkah utama yang dilakukan Perseroan dalam penilaian materialitas, yakni:

REPORT MATERIAL TOPICS

[3-1, 3-2]

The Company has conducted a materiality assessment based on the GRI Standard, taking into account the significant impact on the Company and being a concern for stakeholders. There are 4 main steps taken by the Company in assessing materiality, i.e.:













Berikut topik-topik material yang menjadi prioritas utama dalam laporan keberlanjutan Perseroan dan tersaji dalam tabel di bawah ini.

The following material topics were the top priorities in the Company's sustainability report and were presented in the table below.

DAFTAR TOPIK MATERIAL [3-2]

List of Material Topics [3-2]



| NO. | TOPIK MATERIAL Material Topics | ISU SIGNIFIKAN Significant Issues | DUKUNGAN PADA TPB Support for SDG |
|-----|--|---|---|
| 1 | Kinerja Ekonomi Economic Performance | Pencapaian target produksi dan kinerja keuangan. Achievement of production targets and financial performance. |   |
| 2 | Keselamatan dan Kesehatan Kerja (K3) Occupational Safety and Health (OSH) | Keselamatan kerja, kesehatan proses, jumlah insiden dan pencapaian target kinerja K3. Occupational safety, process health, number of incidents and achievement of the OSH performance targets. |   |
| 3 | Energi Energy | Pengelolaan dan efisiensi energi. Energy management and efficiency. |  |
| 4 | Emisi Emissions | Pengurangan emisi gas rumah kaca (GRK), pengukuran emisi GRK dan emisi konvensional, strategi mitigasi terhadap perubahan iklim. Greenhouse gas (GHG) emissions reduction, GHG emissions and conventional emissions measurement, climate change mitigation strategies. |  |
| 5 | Limbah Waste | Pengelolaan limbah B3 dan non-B3. Management of hazardous and non-hazardous waste. |  |
| 6 | Etika Bisnis Business Ethics | Antikorupsi, kode etik dan praktik operasi yang adil. Anti-corruption, code of ethics and fair operating practices. |  |
| 7 | Air dan Efluen Water and Effluents | Pengurangan air, konservasi air dan pengelolaan air limbah. Water reduction, water conservation and wastewater management. |   |

DUKUNGAN TERHADAP PENCAPAIAN TUJUAN PEMBANGUNAN BERKELANJUTAN (TPB)

Penerapan praktik keberlanjutan yang didukung oleh strategi dan kebijakan tersebut diharapkan dapat mendukung tercapainya target-target kinerja keberlanjutan, baik pada aspek ekonomi, sosial, maupun lingkungan. Tidak hanya pencapaian kinerja, Perseroan juga berupaya untuk memberikan dampak positif yang dapat berkontribusi pada pencapaian TPB.

SUPPORT FOR THE ACHIEVEMENT OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The implementation of sustainability practices supported by these strategies and policies is expected to support the achievement of sustainability performance targets, both in economic, social, and environmental aspects. Not only performance achievements, the Company also strives to provide a positive impact that can contribute to the achievement of SDGs.

| TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals | TARGET TAHUNAN Annual Target | INISIATIF DAN REALISASI Initiative and Realization |
|---|--|--|
|  | <p>Penurunan tingkat kecelakaan kerja. Decreased work accident rate.</p> | <ol style="list-style-type: none"> Meminta tiap unit usaha untuk membuat analisa penyebab kecelakaan kerja, serta <i>action plan</i> yang direncanakan dan sudah dilakukan sebagai tindak lanjut kecelakaan kerja yang terjadi di tahun 2023. Request each business unit to make an analysis of the causes of work accidents, as well as action plans that are planned and have been carried out as a follow-up to work accidents that occur in 2023. Memonitor implementasi tindak lanjut kecelakaan kerja di tiap unit usaha. Monitor the implementation of work accident follow-up in each business unit. Sosialisasi tindakan pencegahan dan penanganan kecelakaan kerja dengan angka kasus kecelakaan yang tinggi kepada atasan korban dan manajemen terkait di tiap unit usaha, penyelenggaraan kegiatan bekerja sama dengan pihak klinik dan rumah sakit Keluarga Kita. Socialization of prevention and handling of work accidents with a high number of accident cases to superiors of victims and related management in each business unit, organizing activities in collaboration with the clinic and hospital of Keluarga Kita. Mengarahkan dan memonitor tertib administrasi pencatatan dan pelaporan kecelakaan kerja di tiap unit usaha. Directing and monitoring the orderly administration of recording and reporting work accidents in each business unit. Membuat mekanisme pemberian tindakan (sanksi) kepada unit usaha dengan tingkat kecelakaan kerja tinggi melalui penerbitan Laporan Penyimpangan dan Tindakan Koreksi (LPTK) terkait kecelakaan dan pemberian bendera hitam (<i>black flag</i>). Create a mechanism for providing action (sanctions) to business units with a high rate of work accidents through the issuance of Deviation and Corrective Action Reports (LPTK) related to accidents and the provision of black flags. |
|  | <p>Peningkatan kompetensi serta keahlian karyawan sesuai bidang masing-masing. Improving the competence and expertise of employees according to their respective fields.</p> | <ol style="list-style-type: none"> Pelaksanaan <i>internal training</i> sesuai kompetensi yang dipersyaratkan sesuai dengan bagian dan jabatannya sebanyak 370 kelas. Implementation of internal training according to the required competencies in accordance with the sections and positions as many as 370 classes. Pelaksanaan Management Development Program sebanyak 1 <i>batch</i>. Implementation of Management Development Program as much as 1 batch. Pengembangan kompetensi teknis untuk personel <i>Engineering</i> dan <i>Maintenance</i> dengan pembekalan pelatihan otomasi sebanyak 2 <i>batch</i>. Technical competency development for Engineering and Maintenance personnel with the provision of 2 batches of automation training. Pembekalan kompetensi teknis dan nonteknis untuk mempersiapkan <i>leader-leader</i> masa depan dengan melaksanakan ADR Supervisory Professional Development Program 2 (ASPDP 2) sebanyak 1 program. Provision of technical and non-technical competencies to prepare future leaders by implementing ADR Supervisory Professional Development Program 2 (ASPDP 2) as many as 1 program. Pembekalan kompetensi untuk karyawan baru potensial dengan melaksanakan program Mini MDP sebanyak 2 <i>batch</i>. Competency briefing for potential new employees by implementing the Mini MDP program in 2 batches. Pengembangan keahlian operator melalui program Pelatihan Teknik Operator (PTO) sebanyak 2 <i>batch</i>. Development of operator expertise through 2 batches of Operator Engineering Training (PTO) program. |

| TUJUAN PEMBANGUNAN BERKELANJUTAN Sustainable Development Goals | TARGET TAHUNAN Annual Target | INISIATIF DAN REALISASI Initiative and Realization |
|--|---|--|
|  | Pemakaian air secara bijak. Use of water wisely. | <ol style="list-style-type: none"> 1. Pemakaian air di Perseroan selama tahun 2023 sebesar 25.007 m³. Water usage in the Company during 2023 amounted to 25,007 m³. 2. Pemakaian air dipantau melalui sasaran lingkungan. Water use is monitored through environmental targets. |
|  | <ol style="list-style-type: none"> 1. Peningkatan produktivitas operasional dan keuangan Perseroan. Increased operational and financial productivity of the Company. 2. Perekrutan masyarakat lokal untuk menjadi karyawan. Recruitment of local people to become employees. 3. Pelaksanaan kerja sama dengan pemasok lokal untuk mendukung aktivitas operasional. Implementation of cooperation with local suppliers to support operational activities. | <ol style="list-style-type: none"> 1. Perseroan melaksanakan otomatisasi secara bertahap guna tercapainya peningkatan produktivitas operasional yang akan terefleksi pada profitabilitas Laporan Keuangan. The Company carries out automation gradually in order to achieve an increase in operational productivity which will be reflected in the profitability of the Financial Statements. 2. Penyerapan 1.148 orang masyarakat sekitar lokasi pabrik di Indonesia, dengan total 100% tenaga kerja lokal yang bekerja di Perseroan dan Entitas Anak. Absorption of 1,148 people from the community around the factory location in Indonesia, with a total of 100% local workers working in the Company and Subsidiaries. 3. Pelaksanaan MDP dan PTO yang mendorong rekrutmen tenaga kerja lokal sehingga secara tidak langsung dapat membantu pertumbuhan ekonomi lokal dengan menyediakan lapangan pekerjaan yang layak di Perseroan. The implementation of MDP and PTO that encourages the recruitment of local workers so that it can indirectly help local economic growth by providing decent jobs in the Company. 4. Perseroan mendahulukan pemasok lokal untuk memenuhi kebutuhan rantai pasokan, dengan persentase perbandingan antara pemasok lokal (nasional) dan pemasok internasional sebesar 92,87% : 7,13% di tahun 2023. The Company prioritizes local suppliers to meet supply chain needs, with a percentage of comparison between local (national) suppliers and international suppliers of 92.87% : 7.13% in 2023. |
|  | Mengurangi emisi GRK dan meningkatkan efisiensi energi. Reduce GHG emissions and improve energy efficiency. | <ol style="list-style-type: none"> 1. Terjadi penurunan intensitas listrik sebesar 9,61%, BBM sebesar 7,20% dan gas sebesar 7,15% dibandingkan tahun 2022. There was a decrease in electricity intensity by 9.61%, fuel by 7.20% and gas by 7.15% compared to 2022. 2. Reduksi emisi sebesar 7,13% dibanding tahun 2022. Emission reduction of 7.13% compared to 2022. |
|  | Mempertahankan etika bisnis yang kuat dan mengurangi korupsi dan suap dalam segala bentuknya. Maintain a strong business ethic and reduce corruption and bribery in all its forms. | Hasil pengukuran GCG berdasarkan standar ASEAN Corporate Governance Scorecard (ACGS) oleh Indonesia Institute for Corporate Directorship (IICD), Skor ACGS Perseroan adalah: 2023: 95,14 (Predikat Very Good) 2022: 91,81 (Predikat Very Good) 2021: 89,25 (Predikat Good) The results of GCG measurements based on the ASEAN Corporate Governance Scorecard (ACGS) standard by the Indonesia Institute for Corporate Directorship (IICD), the Company's ACGS score were: 2023: 95.14 (Predicate Very Good) 2022: 91.81 (Predicate Very Good) 2021: 89.25 (Predicate Good) |
|  | Berkontribusi pada pembangunan nasional melalui pembayaran pajak. Contribute to national development through the payment of taxes. | Pada tahun 2023, Perseroan membayar Pajak Badan kepada Pemerintah sebesar Rp 59,66 miliar. In 2023, the Company paid Corporate Tax to the Government of Idr 59.66 billion. |



Penjelasan Direksi ^[2-14]

Board of Directors Explanation ^[2-14]

Eddy Hartono

DIREKTUR UTAMA
PRESIDENT DIRECTOR



Para pemangku kepentingan yang kami hormati,

Kami sampaikan Laporan Keberlanjutan Tahun 2023, yang menyajikan komitmen dan pencapaian PT Selamat Sempurna Tbk dalam menjalankan bisnis yang berkelanjutan. Laporan ini mencerminkan dedikasi kami untuk menyeimbangkan kinerja ekonomi dengan tanggung jawab sosial dan lingkungan.

Kami memandang bahwa menjalankan bisnis secara berkelanjutan dan bertanggungjawab adalah hal yang wajib untuk diterapkan saat ini dan di masa yang akan datang. Kami meyakini, dengan meningkatkan pemahaman dan kepedulian terhadap nilai-nilai keberlanjutan, maka bisnis akan terus tumbuh dengan tanpa meninggalkan siapapun yang berkontribusi baik secara langsung maupun tidak langsung kepada Perseroan.

Tahun 2023 merupakan tahun penuh transformasi bagi Perseroan. Dengan pemulihan pertumbuhan ekonomi yang juga berdampak positif pada industri otomotif, kami semakin bersemangat untuk terus meningkatkan komitmen dalam penerapan prinsip-prinsip Lingkungan, Sosial dan Tata Kelola (LST) sebagai bagian dari pengarusutamaan nilai-nilai keberlanjutan. Kami telah mengambil langkah-langkah strategis untuk memperkuat komitmen terhadap keberlanjutan di seluruh aspek operasi kami.

Dear our respected stakeholders,

We present the 2023 Sustainability Report, which presents the commitment and achievements of PT Selamat Sempurna Tbk in running a sustainable business. This report reflects our dedication to balancing economic performance with the social and environmental responsibility.

We consider that conducting business sustainably and responsibly is mandatory now and in the future. We believe, by increasing understanding and concern for sustainability values, the business will continue to grow without leaving anyone who contributes either directly or indirectly to the Company.

2023 is a year full of transformation for the Company. With the recovery of economic growth also having a positive impact on the automotive industry, we are increasingly excited to continue to increase our commitment in the application of Environmental, Social and Governance (ESG) principles as part of mainstreaming sustainability values. We have taken strategic steps to strengthen our commitment to sustainability across all aspects of our operations.

Sepanjang tahun 2023, Perseroan telah mempertahankan kinerja positifnya baik untuk kinerja ekonomi maupun kinerja keberlanjutannya. Pada kinerja ekonomi, kami mencatatkan pendapatan bersih di tahun 2023 sebesar Rp 5,10 triliun atau setara dengan peningkatan 4,21% dari tahun sebelumnya. Hal ini berdampak pada peningkatan dukungan secara finansial terhadap penerapan nilai-nilai keberlanjutan di Perseroan.

Kami juga mencatat adanya peningkatan pada pengelolaan aspek lingkungan yang didukung dengan penerapan Sistem Manajemen Lingkungan yang terpadu dengan sistem manajemen lainnya. Komitmen Perseroan terhadap perlindungan dan pengelolaan lingkungan hidup juga erat kaitannya dengan komitmen kami pada adaptasi dan mitigasi perubahan iklim. Tahun 2023, kami berhasil menurunkan emisi gas rumah kaca yang dihasilkan dari operasional khususnya dari penggunaan listrik sebesar 639,92 Ton CO₂eq atau sebesar 7% dari tahun sebelumnya. Hal ini menjadi salah satu faktor pemacu kami dalam meningkatkan kontribusi pada upaya pemerintah Indonesia untuk *net-zero emission* di tahun 2026 mendatang. Selain itu, pengelolaan air dan limbah juga tidak lepas dari perhatian kami yang tetap berpedoman pada peraturan perundang-undangan yang berlaku.

Throughout 2023, the Company has maintained its positive performance both for its economic performance and sustainability performance. In economic performance, we recorded net revenue in 2023 of Idr 5.10 trillion, equivalent to an increase of 4.21% from the previous year. This has an impact on increasing financial support for the implementation of sustainability values in the Company.

We also noted an improvement in the management of environmental aspects supported by the implementation of an integrated Environmental Management System with other management systems. The Company's commitment to environmental protection and management is also closely related to our commitment to the climate change adaptation and mitigation. In 2023, we succeeded in reducing greenhouse gas emissions generated from operations, especially from the electricity usage, by 639.92 Tons CO₂eq or by 7% from the previous year. This is one of our driving factors in increasing our contribution to the Indonesian government's efforts to net-zero emissions in 2026. In addition, water and waste management cannot be separated from our attention which remains guided by the applicable laws and regulations.

Pada aspek sosial, Perseroan terus berupaya untuk meningkatkan dampak positif dari operasionalnya. Kami terus mendukung talenta-talenta lokal untuk berkontribusi dalam memajukan Perseroan menuju perusahaan otomotif yang unggul dan bertanggungjawab. Setidaknya hingga laporan ini diterbitkan, kami memiliki sebanyak 5.264 karyawan yang setidaknya 93% adalah masyarakat lokal. Perseroan juga terus berupaya mewujudkan lingkungan kerja yang aman dan sehat dengan menerapkan prinsip-prinsip Keselamatan dan Kesehatan Kerja (K3). Tahun 2023, tidak terdapat kejadian kecelakaan kerja yang mengakibatkan kondisi fatal. Selain itu, pada aspek sosial Masyarakat, sepanjang tahun 2023 Perseroan telah mengalokasikan dana sebesar Rp 405,26 juta untuk kegiatan pengembangan masyarakat sebagai wujud tanggungjawab kami dalam menjaga komunikasi baik terhadap Masyarakat.

Dalam upaya untuk menerapkan prinsip-prinsip LST yang baik dan bertanggungjawab, Perseroan telah memiliki badan tata kelola yang baik dan Perseroan terus berbenah diri. Upaya nyata tersebut kami buktikan dengan pengukuran kinerja tata Kelola Perseroan tahun 2023 berdasarkan kriteria ASEAN Corporate Governance Scorecard (ACGS) dengan meraih nilai sebesar 95,14 (predikat 'very good'). Selain itu, Perseroan berkomitmen untuk terus mendorong terbentuknya tata Kelola khusus keberlanjutan di masa yang akan datang.

In the social aspect, the Company continues to strive to increase the positive impact of its operations. We continue to support local talents to contribute to advancing the Company towards a superior and responsible automotive company. At least until this report is published, we have 5,264 employees of which at least 93% are local people. The Company also continues to strive to create a safe and healthy work environment by applying the principles of Occupational Safety and Health (OSH). In 2023, there will be no work accidents resulting in fatal conditions. In addition, in the social aspect of the community, throughout 2023 the Company has allocated funds of Idr 405.26 million for community development activities as a form of our responsibility in maintaining good communication with the community.

In an effort to implement good and responsible ESG principles, the Company has established a good governance form and the Company continues to improve itself. We prove this concrete effort by measuring the Company's governance performance in 2023 based on the ASEAN Corporate Governance Scorecard (ACGS) criteria by achieving a value of 95.14 (predicate 'very good'). In addition, the Company is committed to continue to encourage the establishment of special sustainability governance in the future.

Kami bertekad untuk menyelaraskan kinerja keberlanjutan Perseroan dengan Tujuan Pembangunan Berkelanjutan (TBP) yang relevan dengan konteks organisasi. Kami berkomitmen untuk memberikan kontribusi nyata demi terwujudnya cita-cita keberlanjutan di masa depan.

Perusahaan juga memastikan penerapan prinsip-prinsip keberlanjutan yang baik, transparan, dan akuntabel dengan menilai kinerja ESG kami melalui lembaga pemeringkat independen yang diakui secara global, EcoVadis. Selain itu, perusahaan juga masuk dalam pemeringkatan global lainnya oleh Sustainalytics, di mana saat ini kami termasuk dalam kategori perusahaan dengan 'risiko rendah' dengan skor terakhir 13,4. Hal ini menjadi motivasi perusahaan untuk terus meningkatkan kinerja dan komitmen ESG-nya, sehingga dapat menjadi perusahaan komponen otomotif yang bertanggung jawab dan berkelanjutan.

Laporan Keberlanjutan 2023 ini merupakan bukti nyata komitmen Perseroan terhadap keberlanjutan. Kami percaya bahwa dengan mengintegrasikan prinsip-prinsip keberlanjutan dalam seluruh aspek bisnis, Perseroan dapat mencapai pertumbuhan yang berkelanjutan dan memberikan kontribusi positif bagi masyarakat dan lingkungan. Kami mengundang Anda untuk membaca Laporan Keberlanjutan 2023 ini untuk mendapatkan

We are determined to align the Company's sustainability performance with the Sustainable Development Goals (TBP) relevant to the organizational context. We are committed to making a real contribution to the realization of sustainability goals in the future.

The company also ensures the implementation of good, transparent, and accountable sustainability principles by assessing our ESG performance through the globally recognized independent rating agency EcoVadis. Additionally, the company is included in other global rankings by Sustainalytics, where we currently fall into the category of companies with 'low risk' with the latest score of 13.4. This serves as the company's motivation to continuously enhance its ESG performance and commitment, aspiring to become a responsible and sustainable automotive component company.

This 2023 Sustainability Report is a clear proof of the Company's commitment to sustainability. We believe that by integrating the sustainability principles in all aspects of business, the Company can achieve the sustainable growth and make a positive contribution to society and the environment. We invite you to read this 2023 Sustainability Report to gain a deeper understanding of the Company's performance and achievements

pemahaman yang lebih mendalam tentang kinerja dan pencapaian Perseroan dalam bidang keberlanjutan. Kami menghargai masukan dan saran Anda untuk terus meningkatkan kinerja dan kontribusi kami di masa depan.

Kami percaya bahwa keberlanjutan adalah kunci untuk masa depan yang lebih baik. Kami berkomitmen untuk terus meningkatkan kinerja keberlanjutan dan memberikan kontribusi positif bagi masyarakat dan lingkungan.

Dengan rasa hormat dan tulus, kami ingin menyampaikan apresiasi dan terima kasih yang sebesar-besarnya kepada seluruh pemangku kepentingan yang telah berjalan bersama kami dalam menghadapi berbagai tantangan dan menjalankan kegiatan operasional selama tahun 2023.

in the field of sustainability. We appreciate your input and suggestions to continuously improve our performance and contribution in the future.

We believe that sustainability is the key to a better future. We are committed to continuously improving the sustainability performance and making the positive contributions to society and the environment.

With the respect and sincerity, we would like to express our deepest appreciation and gratitude to all stakeholders who have walked with us in facing the various challenges and carrying out the operational activities during 2023.

Atas nama Direksi,
On behalf of the Board of Directors,
PT Selamat Sempurna Tbk



Eddy Hartono
Direktur Utama
President Director

Tanggung Jawab Laporan Keberlanjutan 2023

Responsibility for Sustainability Report 2023



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**SURAT PERNYATAAN
ANGGOTA DIREKSI DAN
ANGGOTA DEWAN KOMISARIS
TENTANG TANGGUNG JAWAB ATAS
LAPORAN KEBERLANJUTAN 2023
PT SELAMAT SEMPURNA Tbk**

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Selamat Sempurna Tbk tahun buku 2023 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi laporan keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.

**STATEMENT OF THE
MEMBER OF THE BOARD OF DIRECTORS AND
MEMBER OF THE BOARD OF COMMISSIONERS
REGARDING THE RESPONSIBILITY FOR
THE 2023 SUSTAINABILITY REPORT
PT SELAMAT SEMPURNA Tbk**

We, the undersigned below declare that all information presented on the 2023 financial year Sustainability Report of PT Selamat Sempurna Tbk are completely and properly disclosed and we are fully responsible for its accuracy.

Thus, this statement is made truthfully.

Jakarta, 30 April 2024

Eddy Hartono
Direktur Utama | President Director

Surja Hartono
Komisaris Utama | President Commissioner

Djojo Hartono
Wakil Direktur Utama | Vice President Director

Drs. Joseph Pulo
Komisaris Independen | Independent Commissioner

Ang Andri Pribadi
Direktur | Director

Aris Setyapranarka
Direktur | Director

01

TENTANG LAPORAN KEBERLANJUTAN ABOUT SUSTAINABILITY REPORTS



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01

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORTS

PT Selamat Sempurna Tbk kembali menerbitkan Laporan Keberlanjutan tahun 2023 sebagai komitmen Perseroan dalam mengedepankan transparansi atas kinerja keberlanjutan baik aspek ekonomi, lingkungan, sosial dan tata kelola serta untuk menciptakan nilai jangka panjang bagi para pemangku kepentingan sehingga terwujud bisnis yang berkelanjutan.

PEDOMAN PENYUSUNAN LAPORAN

Laporan Keberlanjutan 2023 disusun dengan mengacu (*with reference*) Standar *Global Reporting Initiative* (GRI) 2021 dan pedoman Teknis Laporan Keberlanjutan sesuai Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik sebagai pelaksanaan atas Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.

PERIODE LAPORAN

[2-3]

Laporan ini menyajikan data kinerja keberlanjutan periode 1 Januari 2023 hingga 31 Desember 2023 dan diterbitkan secara berkala setiap tahunnya. Data kuantitatif yang disajikan memuat perbandingan selama

PT Selamat Sempurna Tbk has once more issued its 2023 Sustainability Report as the Company's commitment to prioritize transparency on sustainability performance in economic, environmental, social and governance aspects as well as to create long-term value for stakeholders so that a sustainable business can be realized.

REPORT PREPARATION GUIDELINES

The 2023 Sustainability Report is prepared by referring to (*with reference*) the 2021 Global Reporting Initiative (GRI) Standard and Technical Guidelines for Sustainability Reports in accordance with the Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 concerning the Form and Content of the Annual Report of Issuers or Public Companies as an implementation of the Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 concerning the Application of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies.

REPORT PERIOD

[2-3]

This report presents sustainability performance data for the period of 1 January 2023 to 31 December 2023 and is published regularly every year. The quantitative data presented contains comparisons for the previous 2 years.

2 tahun sebelumnya. Selanjutnya, Laporan Keberlanjutan ini akan dilaporkan ke Bursa Efek Indonesia (IDX) dan Otoritas Jasa Keuangan (OJK) melalui sarana pelaporan elektronik terintegrasi Emiten dan Perusahaan Publik, serta tersedia di website Perseroan.

SUMBER DATA LAPORAN

[2-2, 2-4]

Isi laporan memuat data dan informasi kinerja keberlanjutan Perseroan yang mencakup 5 entitas anak dan 2 entitas asosiasi di Indonesia serta luar negeri. Data kinerja ekonomi dan sumber daya manusia yang disajikan bersifat konsolidasi, sedangkan data lainnya berasal dari kantor pusat dan area produksi di Jakarta dan Tangerang. Data dan informasi pada topik-topik tertentu dapat berbeda dengan tetap menyesuaikan relevansi, signifikansi dan ketersediaan data. Terdapat perubahan maupun pernyataan kembali atas data dan informasi yang diungkapkan dalam Laporan Keberlanjutan 2023.

Furthermore, this Sustainability Report will be reported to the Indonesia Stock Exchange (IDX) and the Financial Services Authority (OJK) through the integrated electronic reporting facilities of Issuers and Public Companies, and is available on the Company's website.

REPORT DATA SOURCE

[2-2, 2-4]

The contents of the report contain data and information on the Company's sustainability performance which includes 5 subsidiaries and 2 associated entities in Indonesia and abroad. The economic performance and human resources data presented are consolidated, while other data come from the head office and production areas in Jakarta and Tangerang. Data and information on certain topics may differ while adjusting the relevance, significance and availability of the data. There are changes or restatements to the data and information disclosed in the 2023 Sustainability Report.



VERIFIKASI PIHAK INDEPENDEN

[2-5]

Perseroan belum melakukan penjaminan ataupun verifikasi eksternal dari pihak independen atas isi Laporan Keberlanjutan tahun 2023. Namun, Perseroan memastikan bahwa data informasi yang disampaikan telah tervalidasi oleh pihak-pihak terkait dan telah diulas oleh Direksi.

TANGGAPAN MANAJEMEN ATAS UMPAN BALIK DARI LAPORAN SEBELUMNYA

Tahun 2023, Perseroan tidak menerima ulasan dari para pemangku kepentingan dan/atau pihak eksternal terkait dengan umpan balik dari Laporan Keberlanjutan tahun sebelumnya. Perseroan secara terbuka menerima penilaian dan masukan untuk peningkatan yang lebih baik di masa yang akan datang.

KONTAK TERKAIT LAPORAN

[2-3]

Para pemangku kepentingan dapat menghubungi Perseroan apabila memerlukan informasi lebih lanjut atau pertanyaan tentang Laporan ini kepada:

INDEPENDENT PARTY VERIFICATION [2-5]

The Company has not carried out any external guarantees or verifications from independent parties on the contents of the 2023 Sustainability Report. However, the Company ensures that the information data submitted has been validated by related parties and has been reviewed by the Board of Directors.

MANAGEMENT'S RESPONSE TO FEEDBACK FROM THE PREVIOUS REPORTS

In 2023, the Company did not receive any reviews from stakeholders and/or external parties related to feedback from the previous year's sustainability report. The Company openly accepts assessments and input for better improvement in the future.

CONTACT RELATED REPORTS

[2-3]

Stakeholders may contact the Company if they require further information or questions about this Report to:



Corporate Secretary dan Investor Relations

PT Selamat Sempurna Tbk
Wisma ADR, Lantai 2
Jl. Pluit Raya I No. 1
Jakarta Utara 14440, Indonesia
Surel: corporate@adr-group.com

Corporate Secretary dan Investor Relations

PT Selamat Sempurna Tbk
Wisma ADR, 2nd Floor
Jl. Pluit Raya I No. 1
North Jakarta 14440, Indonesia
Email: corporate@adr-group.com



02

TENTANG PERSEROAN ABOUT THE COMPANY



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02

TENTANG PERSEROAN

ABOUT THE COMPANY

PROFIL PERUSAHAAN


[2-1]

PT Selamat Sempurna Tbk merupakan Perseroan terkemuka dan berpengalaman lebih dari 45 tahun, dalam memberikan solusi kebutuhan dan pengadaan alat-alat perlengkapan suku cadang (*spareparts*) otomotif bagi pelanggan *Original Equipment Manufacturer* (OEM), *Original Equipment Supplier* (OES), serta *aftermarket*. Perseroan memproduksi dan menjual filter, radiator, alat pengangkat dan komponen kendaraan yang meliputi pembuatan karoseri, *dump truck*, tangki, box, *trailer* dan *dump hoist*, serta produk komponen otomotif lainnya seperti tangki bahan bakar, knalpot dan pipa rem. Adapun merek dagang Perseroan, yaitu SAKURA Filter dan ADR Radiator yang telah terdaftar di lebih dari 130 negara. Hingga akhir tahun 2023, Perseroan memiliki 5 entitas anak dan 2 entitas asosiasi, serta kerja sama perusahaan internasional melalui perjanjian bantuan teknik dan lisensi. PT Adrindo Intiperkasa adalah entitas induk dan juga entitas induk terakhir dari Perseroan. [2-1, 2-2]

COMPANY PROFILE

[2-1]

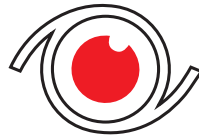
PT Selamat Sempurna Tbk is a leading Company with more than 45 years of experience, in providing solutions for the needs and procurement of automotive spare parts for *Original Equipment Manufacturer* (OEM), *Original Equipment Supplier* (OES), and *aftermarket* customers. The Company produces and sells filters, radiators, lifting equipment and vehicle components which include the manufacture of body parts, *dump trucks*, tanks, boxes, trailers and *dump hoists*, as well as other automotive component products such as fuel tanks, exhaust and brake pipes. The Company's trademarks, i.e. SAKURA Filter and ADR Radiator have been registered in more than 130 countries. Until the end of 2023, the Company has 5 subsidiaries and 2 associated entities, as well as international corporate cooperation through technical assistance agreements and licenses. PT Adrindo Intiperkasa is the parent entity and also the ultimate parent entity of the Company. [2-1, 2-2]

| | | | | | | | | | | |
|---|--|---|----------------------|--|--|---|--------------------|------------------------|--|--|
|  | Nama Perusahaan Company Name | PT Selamat Sempurna Tbk | | | | | | | | |
|  | Kode Saham Stock Code | SMSM | | | | | | | | |
|  | Tanggal Pendirian Date of Establishment | 19 Januari 1976 19 January 1976 | | | | | | | | |
|  | Penjelasan singkat mengenai produk, layanan dan kegiatan usaha yang dijalankan Brief explanation of products, services and business activities carried out | <p>Perseroan memproduksi dan menjual filter, radiator, alat pengangkat dan komponen kendaraan yang meliputi pembuatan karoseri, <i>dump truck</i>, tangki, <i>box</i>, <i>trailer</i> dan <i>dump hoist</i>, serta produk komponen automotif lainnya seperti tangki bahan bakar, knalpot dan pipa rem. Kegiatan usaha Perseroan, yaitu sebagai Industri alat-alat atau perlengkapan (<i>spareparts</i>) kendaraan bermotor, alat-alat berat dan mesin lainnya, serta kegiatan distribusi.</p> <p>The Company produces and sells filters, radiators, lifting equipment and vehicle components which include the manufacture of body parts, dump trucks, tanks, boxes, trailers and dump hoists, as well as other automotive component products such as fuel tanks, exhaust and brake pipes. The Company's business activities, i.e. as an industry of tools or equipment (<i>spare parts</i>) motor vehicles, heavy equipment and other machinery, as well as distribution activities.</p> | | | | | | | | |
|  | Alamat Kantor Pusat Corporate Headquarter Address | Wisma ADR Jl. Pluit Raya I No. 1 Jakarta Utara North Jakarta 14440, Indonesia Telp : +62 21 661 0033, +62 21 669 0244 Fax : +62 21 669 6237, +62 21 661 8438 | | | | | | | | |
|  | Alamat surat elektronik (e-mail) Email address | corporate@adr-group.com | | | | | | | | |
|  | Situs Web Website | www.smsm.co.id | | | | | | | | |
|  | Alamat Pabrik Filter, DII Filter Plant, Etc Address | Jl. Raya Curug No. 88 Kadu Jaya, Kadu Jaya, Curug, Kab. Tangerang, Banten, 15810 Telp : +62 21 598 4388 | | | | | | | | |
|  | Alamat Pabrik Radiator Radiator Plant Address | Jl. Kapuk Kamal, 88, Kamal Muara, Penjaringan Kota Adm. Jakarta Utara, DKI Jakarta, 14470 Telp : +62 21 555 5888, +62 21 555 1646 | | | | | | | | |
|  | Negara Tempat Operasi Country of Operation | Indonesia, Malaysia, Australia & Thailand. | | | | | | | | |
|  | Sifat Kepemilikan dan Badan Hukum Nature of Ownership and Legal Entity | Perusahaan Terbuka Public Company | | | | | | | | |
|  | Pasar yang dilayani Markets served | <table border="1"> <tr> <td>Lokasi: Location:</td> <td>Dalam Negeri (Indonesia). Domestic (Indonesia).</td> </tr> <tr> <td></td> <td>Luar Negeri (Asia, Amerika, Eropa, Australia dan Afrika). Overseas (Asia, Amerika, Eropa, Australia dan Afrika).</td> </tr> <tr> <td>Sektor: Sector:</td> <td>Otomotif Automotive</td> </tr> <tr> <td>Jenis pelanggan: Type of customers:</td> <td>Korporasi, Individu & Distribusi. Corporation, Individual & Distribution.</td> </tr> </table> | Lokasi: Location: | Dalam Negeri (Indonesia). Domestic (Indonesia). | | Luar Negeri (Asia, Amerika, Eropa, Australia dan Afrika). Overseas (Asia, Amerika, Eropa, Australia dan Afrika). | Sektor: Sector: | Otomotif Automotive | Jenis pelanggan: Type of customers: | Korporasi, Individu & Distribusi. Corporation, Individual & Distribution. |
| Lokasi: Location: | Dalam Negeri (Indonesia). Domestic (Indonesia). | | | | | | | | | |
| | Luar Negeri (Asia, Amerika, Eropa, Australia dan Afrika). Overseas (Asia, Amerika, Eropa, Australia dan Afrika). | | | | | | | | | |
| Sektor: Sector: | Otomotif Automotive | | | | | | | | | |
| Jenis pelanggan: Type of customers: | Korporasi, Individu & Distribusi. Corporation, Individual & Distribution. | | | | | | | | | |
|  | Kepemilikan Saham Share Ownership |  <p>PT Adrindo Intiperkasa 50.54%</p> <p>Masyarakat Public 49.46%</p> | | | | | | | | |

VISI, MISI DAN NILAI PERUSAHAAN

VISION, MISSION AND CORPORATE VALUES

Menjadi perusahaan kelas dunia dalam industri komponen otomotif.



VISI
Vision

To become a world class company in the automotive components industry.

Peningkatan berkesinambungan dalam memenuhi semua persyaratan melalui kecemerlangan dalam proses transformasi.



MISI
Mission

Continuous improvement in meeting all requirements through excellence in the transformation process.

- Berkembang bersama *stakeholders*. ●
- Berjuang menjadi yang terbaik. ●
- Saling menghargai sebagai anggota tim. ●
- Tanggap terhadap perubahan. ●



NILAI PERUSAHAAN
Corporate Values

- Growing together with stakeholders.
- Striving for the best.
- Respecting each other as members of the team.
- Responsive to changes.

SKALA PERUSAHAAN COMPANY'S SCALE

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|------------------------------|-------------|-------------|-------------|
| Total Aset Total Assets | | 4,574.79 | 4,379.58 | 3,868.86 |
| Total Kapitalisasi, terdiri dari: Total Capitalization, consisting of: | | | | |
| • Utang Liabilities | Miliar (Rp) Billion (Idr) | 944.76 | 1,060.55 | 957.23 |
| • Ekuitas Equity | | 3,630.03 | 3,319.03 | 2,911.63 |
| Jumlah Karyawan *) Total Employees *) | Orang Person | 5,684 | 5,529 | 5,849 |
| Jumlah Wilayah Operasi Total Operation Area | Negara Countries | 4 | 4 | 4 |
| Jumlah Fasilitas Produksi Total Production Facilities | | 3 | 3 | 3 |
| Kapasitas Produksi Produk Utama: Production Capacity of Main Products: | | | | |
| • Filter Filter | Unit | 110,000,000 | 110,000,000 | 110,000,000 |
| • Radiator Radiator | | 1,950,000 | 1,950,000 | 1,950,000 |
| Cakupan Pasar Aktif Market Coverage Active | Negara Countries | 80 | 82 | 81 |

Catatan | Notes:

*) Data tahun 2021 dan 2022 dinyatakan kembali.

*) The 2021 and 2022 data were restated.

PERUBAHAN SIGNIFIKAN

Sepanjang tahun pelaporan 2023, Perseroan mencatat adanya perubahan signifikan pada aktivitas yang berdampak pada struktur grup, yaitu Perseroan melalui entitas anak PT Prapat Tunggal Cipta telah menyetujui pembubaran PT Cahaya Sejahtera Riau (dalam likuidasi).

SIGNIFICANT CHANGES

Throughout the 2023 reporting year, the Company recorded significant changes in activities that impacted the group structure, i.e. the Company through its subsidiary PT Prapat Tunggal Cipta has approved the dissolution of PT Cahaya Sejahtera Riau (in liquidation).



KEANGGOTAAN PADA ASOSIASI

[2-28]



Anggota Asosiasi Perusahaan Jalur Prioritas (APJP)
Member of Priority Line Company Association (APJP)



Anggota Kamar Dagang dan Industri Indonesia (KADIN)
Member of Indonesian Chamber of Commerce and Industry (KADIN)



Anggota Indonesian Corporate Secretary Association (ICSA)
Member of Indonesian Corporate Secretary Association (ICSA)



Anggota Gabungan Industri Alat Mobil dan Motor (GIAMM)
Member of Association of Car and Motorcycle Equipment Industry (GIAMM)



Anggota Asosiasi Emiten Indonesia (AEI)
Member of Indonesian Public Listed Companies Association (AEI)



Anggota Isuzu Supply Chain Partners (ISCP)
Member of Isuzu Supply Chain Partners (ISCP)



Anggota Hino Indonesia Manufacturing Club (HIMC)
Member of Hino Indonesia Manufacturing Club (HIMC)

MEMBERSHIP IN THE ASSOCIATION

[2-28]

SERTIFIKASI DAN AKREDITASI

Perseroan telah berpedoman pada standar nasional dan internasional dalam menjalankan operasinya. Hal ini untuk memastikan terjaminnya kualitas dari produk yang dihasilkan. Berikut sertifikasi dan akreditasi yang dimiliki Perseroan hingga akhir tahun 2023:

CERTIFICATION AND ACCREDITATION

The Company has been guided by national and international standards in carrying out its operations. This is to ensure the guaranteed quality of the products produced. The following certifications and accreditations are owned by the Company until the end of 2023:

| NAMA SERTIFIKAT Name of Certificate | LEMBAGA/PERUSAHAAN YANG MEMBERIKAN SERTIFIKAT Issuing Agency/Company | PENERIMA SERTIFIKAT Certificate Recipient | MASA BERLAKU SERTIFIKAT Certification Validity Period |
|---|---|---|---|
| IATF 16949:2016 (Kualitas Quality) | TUV SUD Management Service GmbH | PT Selamat Sempurna Tbk | 2021 - 2024 |
| | | PT Panata Jaya Mandiri | 2021 - 2024 |
| | DQS GmbH | PT Tokyo Radiator Selamat Sempurna | 2023 - 2026 |
| ISO 14001:2015 (Lingkungan Environment) | TUV SUD | PT Selamat Sempurna Tbk | 2021 - 2024 |
| | | PT Panata Jaya Mandiri | 2022 - 2025 |
| | GERMAN CERT Environmental Management System | PT POSCO Indonesia Jakarta Processing Center | 2022 - 2025 |
| ISO/IEC 17025:2017 (Kualitas Quality) | KAN (Komite Akreditasi Nasional) | PT Selamat Sempurna Tbk | 2019 - 2024 |
| | SGS United Kingdom Ltd | PT Prapat Tunggal Cipta | 2022 - 2025 |
| ISO 9001:2015 (Kualitas Quality) | DQS GmbH | PT Tokyo Radiator Selamat Sempurna | 2023 - 2026 |
| | GERMAN CERT Environmental Management System | PT POSCO Indonesia Jakarta Processing Center | 2022 - 2025 |
| AEO - Authorized Economic Operator | Kementerian Keuangan Republik Indonesia Direktorat Jenderal Bea dan Cukai Ministry of Finance of The Republic of Indonesia Directorate General of Customs and Excise | PT Selamat Sempurna Tbk | 2023 - 2028 |
| | | PT Panata Jaya Mandiri | 2021 - 2026 |

PENGHARGAAN

Perseroan menerima apresiasi dan penghargaan atas penerapan tata kelola yang baik sepanjang tahun 2023, yaitu:

AWARDS

The Company received appreciation and awards for the implementation of good governance throughout 2023, i.e.:



1

"High Dividend & High Growth" dari Tempo.co dan Idnfinancials.com.
"High Dividend & High Growth" from Tempo.co and Idnfinancials.com.

23 Juni 2023
June 23, 2023

2

"Best Non-Financial Sector" dan "Top 50 Mid-Capitalization Public Listed Company" dari IICD (Indonesian Institute for Corporate Directorship) pada acara **"The 14th Corporate Governance Conference & Award 2023"**.

"Best Non-Financial Sector" and "Top 50 Mid-Capitalization Public Listed Company" from IICD (Indonesian Institute for Corporate Directorship) at "The 14th Corporate Governance Conference & Award 2023".

18 September 2023
September 18, 2023

3

Apresiasi sebagai **KAKI Champion Companies** dari **Koalisi Anti Korupsi Indonesia (KAKI)**.
Appreciation as KAKI Champion Companies from the Indonesian Anti-Corruption Coalition (KAKI).

27 September 2023
September 27, 2023

4

"Best Under A Billion 2023" dari Forbes Asia.
"Best Under A Billion 2023" from Forbes Asia.

21 November 2023
November 21, 2023

5

"The Best CEO in Automotive Parts (Dividend Payment)" dari Tempo-IDNFinancials pada acara **TOP CEO AWARDS 2023**.
"The Best CEO in Automotive Parts (Dividend Payment)" from Tempo-IDNFinancials at the event of TOP CEO AWARDS 2023.

1 Desember 2023
December 1, 2023

PERISTIWA PENTING TERKAIT KEBERLANJUTAN

KEY SUSTAINABILITY EVENTS

Maret 2023

March 2023

17 MARET 2023

March 17, 2023

Apresiasi "Kaizen Cost in 2022" dari PT Hino Motors Manufacturing Indonesia.
Appreciation of "Kaizen Cost in 2022" from PT Hino Motors Manufacturing Indonesia.

Mei 2023

May 2023

25 MEI 2023

May 25, 2023

Tercatat sebagai salah satu saham dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) untuk periode Juni - November 2023.
One of the stock member in ESG Sector Leaders IDX KEHATI (ESGSKEHATI) Index for period June - November 2023.

Juni 2023

June 2023

5 JUNI 2023

June 5, 2023

Tercatat sebagai salah satu saham dalam Indeks ESG Quality 45 IDX KEHATI (ESGQKEHATI) untuk periode Juni - November 2023.
One of the stock member in ESG Quality 45 IDX KEHATI (ESGQKEHATI) Index for period June - November 2023.

Agustus 2023

August 2023

10 AGUSTUS 2023

August 10, 2023

Tercatat sebagai bagian dari konstituen untuk MSCI Global Small Cap - Indonesia Index melalui Tinjauan Indeks Semi - Tahunan Agustus 2023.
Part of the constituents for MSCI Global Small Cap - Indonesia Index through the Semi - Annual Index Review in August 2023.

September 2023

September 2023

18 SEPTEMBER 2023

September 18, 2023

Penghargaan "Best Non-Financial Sector" dan "Top 50 Mid-Capitalization Public Listed Company" dari IICD (Indonesian Institute for Corporate Directorship).
Awarded as "Best Non-Financial Sector" dan "Top 50 Mid-Capitalization Public Listed Company" from IICD (Indonesian Institute for Corporate Directorship).

November 2023

November 2023

27 SEPTEMBER 2023

September 27, 2023

Apresiasi sebagai KAKI Champion Companies dari Koalisi Anti Korupsi Indonesia.

Appreciation as KAKI Champion Companies from Indonesia's Collective Action Coalition Against Corruption.

21 NOVEMBER 2023

November 21, 2023

Pengakuan dalam Forbes Asia's Best Under A Billion 2023.

The Recognition in Forbes Asia's Best Under A Billion 2023.

24 NOVEMBER 2023

November 24, 2023

- Tercatat sebagai salah satu saham dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) untuk periode Desember 2023 - Mei 2024.
One of the stock member in ESG Sector Leaders IDX KEHATI (ESGSKEHATI) Index for period December 2023 - May 2024.
- Tercatat sebagai salah satu saham dalam Indeks ESG Quality 45 IDX KEHATI (ESGQKEHATI) untuk periode Desember 2023 - Mei 2024.
One of the stock member in ESG Quality 45 IDX KEHATI (ESGQKEHATI) Index for period December 2023 - May 2024.

Desember 2023

December 2023

1 DESEMBER 2023

December 1, 2023

Bp. Eddy Hartono, founder & Chief Executive Officer (CEO) PT Selamat Sempurna Tbk, dinobatkan sebagai "The Best CEO in Automotive Parts Dividend Payment" pada ajang TOP CEO AWARDS 2023.

Eddy Hartono, founder & Chief Executive Officer (CEO) of PT Selamat Sempurna Tbk, was named "The Best CEO in Automotive Parts Dividend Payment" at the event of TOP CEO AWARDS 2023.



03

TATA KELOLA KEBERLANJUTAN SUSTAINABILITY GOVERNANCE



46 TATA KELOLA KEBERLANJUTAN
SUSTAINABILITY GOVERNANCE**50 Komitmen Keberlanjutan**
Sustainability Commitment**51 Permasalahan, Perkembangan Kinerja Keberlanjutan dan Pengaruhnya terhadap Perseroan**
Problems, Development of Sustainability Performance and Its Impact on the Company**53 Pengelolaan Risiko Keberlanjutan**
Sustainability Risk Management**56 Kode Etik dan Perilaku Anti Persaingan**
Code of Ethics and Anti Competitive Conduct**59 Sistem Pelaporan Pelanggaran**
Whistleblowing System**60 Pelibatan Pemangku Kepentingan**
Stakeholder Engagement

03

TATA KELOLA KEBERLANJUTAN SUSTAINABILITY GOVERNANCE

Tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) menjadi salah satu pilar penting dalam menjalankan kegiatan usaha yang berkelanjutan. Selain itu, GCG juga menjadi bentuk komitmen Perseroan terhadap para pemangku kepentingan untuk mencapai kinerja terbaik.

Pada pelaksanaannya, Perseroan belum memiliki fungsi khusus atau menunjuk pejabat yang bertanggung jawab pada perencanaan, pelaksanaan, pengelolaan dan pemantauan atas evaluasi kinerja keberlanjutan. Oleh karena itu, seluruh evaluasi terhadap kinerja keberlanjutan dijalankan oleh Direksi dan pengawasannya dilakukan oleh Dewan Komisaris. [2-13, 2-14]

Sementara itu, Perseroan pada tahun 2023 mendapatkan hasil penilaian GCG dengan predikat *Very Good* oleh Asean Corporate Governance Scorecard (ACGS). Hal ini dapat diartikan bahwa implementasi tata kelola Perseroan sudah memenuhi standar internasional atas kepatuhan penerapan praktik GCG berdasarkan ASEAN Corporate Governance Scorecard.

Good Corporate Governance (GCG) is one of the important pillars in carrying out sustainable business activities. In addition, GCG is also a form of the Company's commitment to stakeholders to achieve the best performance.

In its implementation, the Company does not have a special function or appoint officials responsible for planning, implementing, managing and monitoring sustainability performance evaluations. Therefore, all evaluations of sustainability performance are carried out by the Board of Directors and supervision is carried out by the Board of Commissioners. [2-13, 2-14]

Meanwhile, the Company in 2023 received the results of the GCG assessment with the *Very Good* predicate by the ASEAN Corporate Governance Scorecard (ACGS). This can be interpreted that the implementation of the Company's governance has met international standards for compliance with the implementation of GCG practices based on the ASEAN Corporate Governance Scorecard.

HASIL PENILAIAN GCG BERDASARKAN STANDAR ACGS OLEH IICD

GCG assessment results based on ACGS standards by IICD

| | | |
|------|--|-------|
| 2023 | Predikat <i>Very Good</i> Predicate Very Good | 95.14 |
| 2022 | Predikat <i>Very Good</i> Predicate Very Good | 91.81 |
| 2021 | Predikat <i>Good</i> Predicate Good | 89.25 |

Catatan | Notes :

ACGS : ASEAN Corporate Governance Scorecard
IICD : Indonesia Institute for Corporate Directorship

SMSM, MERAH PREDIKAT "BEST NON FINANCIAL SECTOR" & "TOP 50 MID CAPITALIZATION PUBLIC LISTED COMPANY" PADA PRAKTIK TATA KELOLA PERUSAHAAN.

SMSM, received "Best Non Financial Sector" & "Top 50 Mid Capitalization Public Listed Company" in Corporate Governance practices.



PT Selamat Sempurna Tbk membuktikan dirinya sebagai salah satu Perseroan terbaik dalam penerapan prinsip tata kelola perusahaan yang baik (GCG), melalui penghargaan yang diraih yakni "Best Non Financial Sector" dan "Top 50 Mid Capitalization Public Listed Company" dalam acara "The 14th Corporate Governance Conference & Award 2023" yang diselenggarakan oleh Indonesia Institute for Corporate Directorship (IICD).

PT Selamat Sempurna Tbk proved itself as one of the best companies in implementing the principles of good corporate governance (GCG), through the awards received, i.e. "Best Non Financial Sector" and "Top 50 Mid Capitalization Public Listed Company" at "The 14th Corporate Governance Conference & Award 2023" organized by the Indonesia Institute for Corporate Directorship (IICD).

STRUKTUR TATA KELOLA PERUSAHAAN

[2-9]

Secara umum, struktur tata kelola Perusahaan dapat dilihat pada bagan di bawah ini. Informasi lebih lanjut tentang tugas dan tanggung jawab masing-masing organ tata kelola dapat dilihat dalam Laporan Tahunan.

Sementara itu, Perseroan juga telah mempertimbangkan risiko dan peluang akibat perubahan iklim. Salah satunya melalui pelibatan secara aktif seluruh bagian yang relevan. Direksi memegang tanggung jawab untuk memantau, mengelola dan mengawasi atas risiko maupun peluang terkait isu-isu iklim sekaligus pelaksanaan strateginya.

Dewan Komisaris juga akan berperan dalam melakukan pengawasan dan memberikan masukan atas pelaksanaan strategi keberlanjutan kepada Direksi.

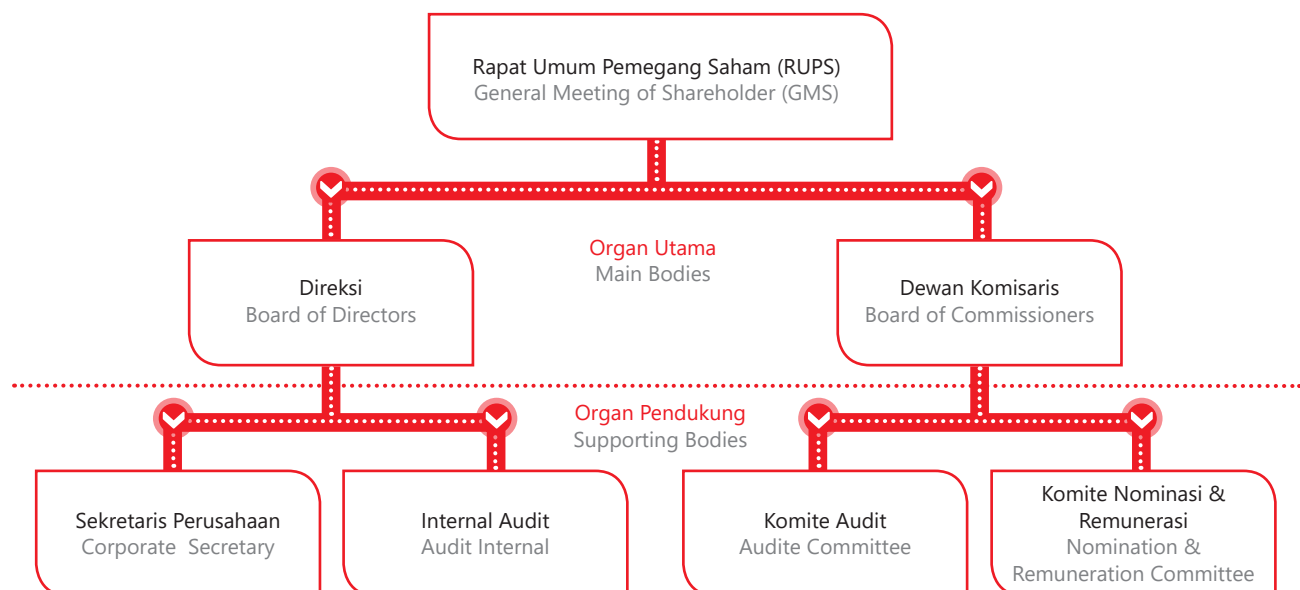
CORPORATE GOVERNANCE STRUCTURE

[2-9]

In general, the Corporate governance structure can be seen in the chart below. Further information on the duties and responsibilities of each governance organ can be found in the Annual Report.

Meanwhile, the Company has also considered the risks and opportunities due to climate change. One of them is through active involvement of all relevant sections. The Board of Directors holds the responsibility to monitor, manage and monitor risks and opportunities related to climate issues as well as the implementation of its strategy.

The Board of Commissioners will also play a role in supervising and providing input on the implementation of sustainability strategies to the Board of Directors.



PENGAWASAN TERHADAP ASPEK KEBERLANJUTAN [2-11, 2-12]

Supervision of Sustainability Aspects [2-11, 2-12]

| JABATAN/FUNGSI Position/Function | TANGGUNG JAWAB Responsibility |
|--|--|
| Dewan Komisaris Board of Commissioners | Memantau dan mengevaluasi kebijakan terkait isu-isu ekonomi, lingkungan (termasuk isu-isu perubahan iklim) dan sosial yang telah direncanakan oleh Direktur Utama. Monitor and evaluate policies related to the economic, environmental and social issues that have been planned by the President Director. |
| Direktur Utama President Director | Membuat keputusan tertinggi terkait isu-isu ekonomi, lingkungan dan sosial. Make the highest decisions on the economic, environmental and social issues. |
| Direktur Keuangan Finance Director | Menganalisis risiko finansial atas dampak perubahan iklim terhadap kegiatan operasional. Analyze the financial risks of the climate change impacts on operational activities. |
| Direktur Pemasaran & Direktur Operasional Marketing Director & Operational Director | Mengembangkan inovasi produk ramah lingkungan dan memastikan kebijakan "Towards Zero Waste". Developing the environmentally friendly product innovations and ensuring the "Towards Zero Waste" policy. |
| General Affairs | Memastikan peningkatan kinerja lingkungan. Ensuring improved the environmental performance. |
| Human Capital | Memastikan peningkatan kualitas sumber daya manusia. Ensuring the improvement of the quality of human resources. |
| Sekretaris Perusahaan Corporate Secretary | Memastikan peningkatan kepatuhan tata kelola. Ensure improved the governance compliance. |



KOMITMEN KEBERLANJUTAN

Perseroan berkomitmen untuk terus meningkatkan kapasitas, kemampuan dan literasi keberlanjutan bagi anggota Direksi dan Dewan Komisaris. Dalam rangka peningkatan dan pengembangan kompetensi, memperluas dan mengikuti perkembangan industri terkini, serta untuk menunjang pelaksanaan tugas-tugasnya, maka sepanjang tahun 2023 Direksi dan Dewan Komisaris secara rutin mengikuti berbagai pelatihan, seminar dan *workshop*, yaitu sebagai berikut: [2-17]

SUSTAINABILITY COMMITMENT

The Company is committed to continuously improving the capacity, capability and sustainability literacy for members of the Board of Directors and Board of Commissioners. In order to improve and develop competencies, expand and follow the latest industry developments, and to support the implementation of their duties, throughout 2023 the Board of Directors and the Board of Commissioners regularly attend various trainings, seminars and workshops, which are as follows: [2-17]

| NAMA PELATIHAN, SEMINAR, WORKSHOP Name of Trainings, Seminars, Workshops | TANGGAL Date | PENYELENGGARA Organizer |
|---|-----------------------------|-----------------------------------|
| Webinar "Etika dalam Bisnis, Ekonomi dan Lingkungannya". Webinar of "Ethics in Business, Economics and its Environment". | 10 Jun 2023 Jun 10, 2023 | DGB UI |
| CEO Networking 2023 "Achieving Sustainable Growth through Cohesive Collaboration". | 7 Nov 2023 Nov 7, 2023 | OJK, IDX, IDClear & KSEI |
| Economic Outlook 2024 - Strategies for Resilience & Growth. | 22 Nov 2023 Nov 22, 2023 | Bank BTPN |

Catatan | Notes :

- Asosiasi Emiten Indonesia (AEI) | Indonesian Public Listed Companies Association (AEI)
- Bursa Efek Indonesia (BEI) | Indonesia Stock Exchange (IDX)
- Dewan Guru Besar Universitas Indonesia (DGB UI) | Council of Professors of University of Indonesia (DGB UI)
- Indonesia Clearing and Guarantee Corporation (IDClear)
- Kustodian Sentral Efek Indonesia (KSEI) | Indonesia Central Securities Depository (KSEI)
- Otoritas Jasa Keuangan (OJK) | Financial Services Authority (OJK)

PERMASALAHAN, PERKEMBANGAN KINERJA KEBERLANJUTAN DAN PENGARUHNYA TERHADAP PERSEROAN

Perseroan telah mengidentifikasi pengaruh dan tantangan yang dihadapi khususnya terhadap aspek lingkungan, aspek sosial dan ekonomi. Hasil identifikasi tersebut akan digunakan dasar bagi Perseroan untuk menentukan langkah-langkah mitigasi demi menjaga keberlanjutan proses bisnis yang berjalan.

PROBLEMS, DEVELOPMENT OF SUSTAINABILITY PERFORMANCE AND ITS IMPACT ON THE COMPANY

The Company has identified the influences and challenges faced, especially on environmental, social and economic aspects. The results of the identification will be used as a basis for the Company to determine mitigation measures to maintain the sustainability of ongoing business processes.

Lingkungan Environment

Tantangan Challenges

- Kebijakan pemerintah mengenai adanya peraturan baru terkait perubahan izin lingkungan menjadi persetujuan lingkungan.
Government policy regarding the existence of new regulations related to changing environmental permits to environmental approvals.
- Kebijakan pemerintah mengenai kewajiban perusahaan untuk menyusun Program Kedaruratan pengelolaan B3 dan/atau limbah B3.
Government policy regarding the company's obligation to develop an Emergency Program for B3 and/or B3 waste management.

Pengaruh terhadap Perseroan Impact to the Company

Potensi mendapat sanksi dari pemerintah apabila tidak mengikuti regulasi terbaru. Untuk itu, saat ini Perseroan dalam proses melakukan:
The potential to get sanctions from the government if it does not follow the latest regulations. For this reason, the Company is currently in the process of doing:

- Perubahan izin lingkungan menjadi persetujuan lingkungan secara bertahap.
Gradual change of environmental permits to environmental approvals.
- Penyusunan program kedaruratan pengelolaan B3 dan limbah B3.
Preparation of emergency programs for B3 and B3 waste management.

1



2



Sosial

Social

Tantangan

Challenges

- Polusi suara.
Noise pollution.
- Terdapat tunakarya di lingkungan sekitar Perseroan.
There are unemployed in the environment around the Company.

Pengaruh terhadap Perseroan

Impact to the Company

- Perseroan melakukan koordinasi dan sosialisasi terhadap masyarakat sekitar melalui musyawarah dengan perangkat desa setempat terkait kegiatan operasional pabrik.
The Company coordinates and socializes the surrounding community through deliberations with local village authorities related to factory operational activities.
- Potensi akan adanya gangguan keamanan akibat adanya kelompok pengangguran di lingkungan sekitar Perseroan. Oleh karena itu, Perseroan bekerja sama dengan perangkat desa setempat terkait penyerapan tenaga kerja.
The potential for security disruptions due to unemployment groups in the environment around the Company. Therefore, the Company cooperates with local village authorities related to the absorption of labor.

3



Ekonomi

Economic

Tantangan

Challenges

- Kepatuhan Perseroan terhadap kontribusi pada pendapatan asli daerah (PAD).
The Company's compliance with contributions to the local revenues (PAD).
- Permintaan masyarakat untuk perekrutan tenaga kerja lokal.
Community demand for local workforce recruitment.

Pengaruh terhadap Perseroan

Impact to the Company

- Perseroan telah mematuhi aturan dan melakukan pembayaran pajak daerah (Pajak Bumi dan Bangunan/PBB, retribusi).
The Company has complied with the rules and made payments of local taxes (Land and Buildings Tax/PBB, levy).
- Perseroan dan Entitas Anaknya mempekerjakan tenaga kerja lokal.
The Company and its Subsidiaries employ the local workers.

PENGELOLAAN RISIKO KEBERLANJUTAN [2-16]

Perseroan telah memetakan risiko keberlanjutan yang berpotensi dapat mengganggu jalannya kegiatan operasional dan penerapan praktik keberlanjutan. Kemudian, Perseroan akan membuat langkah mitigasi untuk meminimalkan setiap risiko. Dewan Komisaris bertanggung jawab untuk mengawasi pengelolaan risiko dan hal-hal kritis lainnya, sedangkan Direksi bertanggung jawab untuk menjalankan fungsi pengelolaan risiko bersama dengan fungsi-fungsi terkait di bawahnya.

SUSTAINABILITY RISK MANAGEMENT [2-16]

The Company has mapped sustainability risks that could potentially disrupt operational activities and the implementation of sustainability practices. Then, the Company will make mitigation steps to minimize any risks. The Board of Commissioners is responsible for overseeing risk management and other critical matters, while the Board of Directors is responsible for carrying out risk management functions together with related functions under it.

| JENIS RISIKO Types of Risks | PENJELASAN Explanation | MITIGASI RISIKO Risk Mitigation |
|--|--|---|
| Pasokan Bahan Baku. Raw Material Supply. | <p>K keberlangsungan pasokan bahan baku untuk menunjang produksi. Continuity of supply of raw materials to support production.</p> <p>Kekurangan pasokan bahan baku yang disebabkan oleh keterlambatan pasokan maupun tidak mencukupinya persediaan bahan baku sesuai dengan kebutuhan Perseroan dapat mempengaruhi kegiatan produksi Perseroan. Shortages of raw material supply caused by supply delays or insufficient supply of raw materials in accordance with the Company's needs can affect the Company's production activities.</p> | <p>Upaya yang dilakukan melalui manajemen persediaan yang baik, dimana Perseroan memiliki persediaan bahan baku rata-rata 3 bulan, optimalisasi perencanaan produksi dan pengendalian persediaan bahan baku. Adanya <i>second supplier</i> untuk bahan baku. Efforts are made through good inventory management, where the Company has an average supply of raw materials of 3 months, optimization of production planning and control of raw material inventory. There is a second supplier for raw materials.</p> |
| Nilai Tukar Valuta Asing. Foreign Exchange Rate. | <p>Fluktuasi nilai tukar mata uang asing dapat berdampak signifikan bagi bisnis Perseroan mengingat sebagian besar bahan baku produk Perseroan diimpor dan sebagian besar produk jadi Perseroan diekspor. Fluctuations in foreign exchange rates can have a significant impact on the Company's business considering that most of the raw materials of the Company's products are imported and most of the Company's finished products are exported.</p> | <p>Eksposur terhadap mata uang dikelola dalam batas yang ditentukan, diantaranya dengan menggunakan kontrak valuta berjangka. Exposure to currencies is managed within specified limits, including by using futures exchange contracts.</p> |
| Hubungan Distributor dan/atau Pelanggan. Distributor and/or Customer Relationship | <p>Perseroan memiliki distributor atau pelanggan baik, domestik maupun di luar negeri. Apabila hubungan Perseroan dengan distributor atau pelanggan tersebut tidak berjalan dengan baik dapat mempengaruhi pemasaran produk dan pendapatan Perseroan. The Company has distributors or customers both, domestically and abroad. If the Company's relationship with the distributor or customer does not run well, it can affect the marketing of the Company's products and revenue.</p> | <p>Besarnya tingkat ketergantungan ini dapat diminimalisasi dengan adanya perjanjian kerja sama penjualan jangka waktu panjang dan hubungan jangka panjang yang baik terhadap distributor dan pelanggan. The amount of this level of dependence can be minimized by the existence of long-term sales cooperation agreements and good long-term relationships with distributors and customers.</p> |

| JENIS RISIKO Types of Risks | PENJELASAN Explanation | MITIGASI RISIKO Risk Mitigation |
|---|---|---|
| Persaingan Usaha. Business Competition. | <p>Perseroan beroperasi di industri komponen otomotif yang semakin kompetitif serta dengan hadirnya banyak pesaing baru yang memperebutkan pasar yang terbatas.</p> <p>The Company operates in an increasingly competitive automotive components industry and with the presence of many new competitors competing for a limited market.</p> | <ul style="list-style-type: none"> • Menjaga kualitas produk sesuai dengan standar internasional. Maintain the product quality in accordance with international standards. • Melakukan penetrasi pasar dan meningkatkan pencitraan merek SAKURA untuk produk filter dan ADR untuk produk radiator. Penetrating the market and improving SAKURA's branding for filter products and ADR for radiator products. • Melakukan reviu dan pembaruan model bisnisnya. Review and update its business model. • Terus meningkatkan kepekaan terhadap perubahan pasar dan mampu menangkap peluang agar mampu bersaing dan memberikan nilai lebih. Continue to increase sensitivity to the market changes and be able to seize the opportunities in order to be able to compete and provide more value. |
| Perubahan Peraturan Pemerintah. Changes in Government Regulations. | <p>Perseroan patuh terhadap hukum dan peraturan daerah, regional dan global yang berlaku di berbagai bidang, seperti keamanan produk, klaim produk, merek dagang, hak cipta, paten, persaingan, kesehatan dan keselamatan kerja tenaga kerja, lingkungan, tata kelola perusahaan, ketenagakerjaan serta perpajakan.</p> <p>The Company complies with local, regional and global laws and regulations that apply in various fields, such as product safety, product claims, trademarks, copyrights, patents, competition, labor health and safety, environment, corporate governance, employment and taxation.</p> <p>Perubahan peraturan/kebijakan pemerintah dapat berdampak langsung bagi usaha Perseroan seperti peraturan pemerintah dalam hal impor bahan baku dan insentif bea masuk impor bahan baku dari Kementerian Perindustrian.</p> <p>Changes in government regulations/policies can have a direct impact on the Company's business such as government regulations in terms of importing raw materials and incentives for import duties on imports of raw materials from the Ministry of Industry.</p> | <ul style="list-style-type: none"> • Melakukan pendekatan dengan pemerintah melalui asosiasi dan mempersiapkan diri untuk dapat sewaktu-waktu menyesuaikan rencana dan strategi dalam menghadapi perubahan peraturan. Approach the government through associations and prepare to be able to adjust the plans and strategies at any time in the face of regulatory changes. • Melakukan pemantauan atas perubahan peraturan untuk mengantisipasi kesempatan dan/atau risiko yang muncul. Monitoring regulatory changes to anticipate opportunities and/or risks that arise. • Senantiasa mematuhi peraturan dan menghindari gugatan hukum. Always comply with the regulations and avoid the lawsuits. • Meningkatkan kompetensi sumber daya dan kesiapan dari segi legalitas. Improve the resource competence and readiness in terms of legality. |

| JENIS RISIKO Types of Risks | PENJELASAN Explanation | MITIGASI RISIKO Risk Mitigation |
|--|--|--|
| <p>Masalah Pencemaran Lingkungan. Environmental Pollution Issues.</p> | <p>Perusahaan memahami bahwa kualitas lingkungan dari kegiatan, produk dan layanannya merupakan faktor penting dalam keberlangsungan bisnisnya, dan oleh karena itu berusaha untuk mempertahankan rantai produksinya sesuai dengan undang-undang lingkungan yang berlaku, untuk meminimalkan kemungkinan dampak buruk dalam operasi Perseroan yang mungkin terjadi terhadap lingkungan.</p> <p>The Company understands that the environmental quality of its activities, products and services is an important factor in the sustainability of its business, and therefore strives to maintain its production chain in accordance with applicable environmental laws, in order to minimize the possibility of adverse impacts in the Company's operations that may occur to the environment.</p> | <p>Perseroan telah menerapkan sistem pengelolaan lingkungan ISO 14001 dan melaksanakan segala ketentuan yang dikeluarkan pemerintah untuk memperkecil pengaruh dampak lingkungan.</p> <p>The Company has implemented the ISO 14001 environmental management system and implemented all provisions issued by the government to minimize the impact of environmental impact.</p> <p>Perseroan memiliki Kode Etik Pemasok yang mengharuskan semua Pemasok Perseroan untuk mematuhi semua regulasi tentang lingkungan yang berlaku, termasuk ketentuan tentang izin dan pelaporan.</p> <p>The Company has a Supplier Code of Conduct that requires all of the Company's Suppliers to comply with all applicable environmental regulations, including provisions on permits and reporting.</p> |
| <p>Pengelolaan Sumber Daya Manusia, termasuk Tenaga Kerja Lokal. Human Resource Management, including Local Labor.</p> | <p>Ketidakmampuan untuk mengidentifikasi, mengembangkan sumber daya manusia (SDM) yang memadai, menarik, atau mempertahankan personel yang berkualifikasi, dapat menyulitkan pengelolaan bisnis dan dapat berdampak negatif pada operasi dan hasil keuangan.</p> <p>The inability to identify, develop adequate human resources (HR), attract, or retain qualified personnel, can complicate business management and can negatively impact operations and financial results.</p> | <ul style="list-style-type: none"> • Menjalankan pengelolaan SDM yang baik mulai dari rekrutmen hingga pengembangan karier. Carry out good HR management from recruitment to the career development. • Menjalankan manajemen terpadu yang meliputi penilaian kinerja rutin terkait perilaku kepemimpinan, keterampilan dan kompetensi. Carry out integrated management which includes regular performance appraisals related to the leadership behavior, skills and competencies. • Mengembangkan program Mini MDP dan platform ADR Digital Learning. Developing Mini MDP programs and Digital Learning ADR platforms. • Membuka kesempatan bagi masyarakat lokal untuk bekerja. Opening the opportunities for local people to work. • Meningkatkan keharmonisan hubungan Perseroan dengan masyarakat sekitar serta meminimalkan potensi risiko sosial. Improve the harmony of the Company's relationship with the surrounding community and minimize the potential social risks. |

Perseroan juga telah menyadari perlu adanya proses pengelolaan risiko terkait iklim dengan mempertimbangkan keselarasan manajemen risiko secara menyeluruh di dalam organisasi. Penilaian risiko yang dilakukan Perseroan diawali melalui identifikasi risiko fisik dan transisi yang relevan dengan bisnis dan aset operasional Perseroan. Penilaian tersebut mencakup analisis skenario yang diakui dengan melibatkan perwakilan lintas fungsi dan mengukur implikasinya terhadap finansial Perseroan.

Penilaian risiko kemudian diikuti dengan penetapan prioritas risiko terkait iklim dan perencanaan langkah-langkah adaptasi guna mengurangi, mentransfer, maupun mengendalikan risiko tersebut. Untuk memprioritaskan risiko, Perseroan melibatkan para pemangku kepentingan yang relevan, mengukur signifikansi terhadap kelangsungan bisnis (*business continuity*), tingkat urgensi (*level of urgency*), kemungkinan (*likelihood*) dan tingkat keparahan dampaknya (*severity of impact*). Lebih lanjut, Perseroan akan melakukan pemantauan risiko terkait iklim secara berkala untuk menyesuaikan langkah mitigasi yang telah ditetapkan.

KODE ETIK DAN PERILAKU ANTI PERSAINGAN

Perseroan berkomitmen untuk menjalankan kegiatan bisnis sesuai dengan standar etika tertinggi dalam hal kejujuran, integritas dan keadilan bagi jajaran manajemen dan karyawan. Untuk itu, Perseroan telah memiliki pedoman yang mengandung pokok-pokok kode etik yang dianut dan menjadi acuan bagi seluruh jajaran manajemen maupun karyawan dalam berperilaku, berinteraksi dan bertindak. Selain itu, kode etik ini juga mengatur tentang perilaku anti persaingan usaha yang sehat sesuai dengan peraturan. Lebih lanjut terkait pokok-pokok kode etik Perseroan dapat diakses pada situs web

The Company has also realized the need for a climate-related risk management process by considering the overall alignment of risk management within the organization. The risk assessment conducted by the Company begins through the identification of physical and transitional risks relevant to the Company's business and operational assets. The assessment includes a recognized scenario analysis involving cross-functional representatives and measuring the implications for the Company's finances.

Risk assessment is then followed by prioritizing climate-related risks and planning adaptation measures to reduce, transfer, and control these risks. To prioritize risk, the Company involves relevant stakeholders, measuring the significance of business continuity, level of urgency, likelihood and severity of impact. Furthermore, the Company will conduct regular monitoring of climate-related risks to adjust the mitigation measures that have been set.

CODE OF ETHICS AND ANTI COMPETITIVE CONDUCT

The Company is committed to conducting business activities in accordance with the highest ethical standards in terms of honesty, integrity and fairness for management and employees. For this reason, the Company has established guidelines that contain the principles of the code of ethics adopted and become a reference for all levels of management and employees in behaving, interacting and acting. In addition, this code of ethics also regulates healthy anti-business competition behavior in accordance with regulations. Further details related to the Company's code of ethics can be accessed

Perseroan (www.smsm.co.id) pada bagian Tata Kelola dan secara berkala senantiasa ditinjau agar sesuai dengan ketentuan yang berlaku.

Perseroan secara berkesinambungan melakukan sosialisasi Kode Etik kepada semua karyawan. Pemahaman dan upaya mengingatkan kembali kepada karyawan tentang Kode Etik Perseroan dilakukan melalui pengiriman materi sosialisasi dan sekaligus *assessment* yang dilaksanakan setiap tahun.

Upaya implementasi dan penegakkan kode etik Perseroan dilakukan dengan penuh kesadaran secara terus-menerus dalam bentuk komitmen, sikap dan perbuatan, yang dilakukan antara lain dengan:

1. Komitmen Dewan Komisaris dan Direksi Perseroan
Komitmen Dewan Komisaris dan Direksi Perseroan untuk tidak menerima uang dan/atau barang Gratifikasi dan/atau bingkisan yang berhubungan dengan kewajiban atau tugasnya dipublikasikan melalui situs web Perseroan.
2. Pakta Integritas
Pakta integritas ditandatangani oleh seluruh rekanan/mitra Perseroan yang terlibat dalam proses pengadaan barang dan jasa. Seluruh karyawan Perseroan juga menandatangani Pakta Integritas untuk penerapan gratifikasi setiap tahun.

Perseroan terus berupaya dalam mengembangkan usaha dengan tetap mengikuti peraturan perundangan yang berlaku. Sepanjang tahun 2023, tidak terdapat laporan pelanggaran persaingan usaha tidak sehat yang diterima Perseroan, khususnya dari Komisi Pengawas Persaingan Usaha (KPPU).

on the Company's website (www.smsm.co.id) in the Governance section and is periodically reviewed to be in accordance with applicable regulations.

The Company continuously disseminates the Code of Ethics to all employees. Understanding and efforts to remind employees about the Company's Code of Ethics are carried out through the delivery of socialization materials and assessments that are carried out every year.

Efforts to implement and enforce the Company's code of ethics are carried out with full awareness continuously in the form of commitments, attitudes and deeds, which are carried out, among others, by:

1. Commitment of the Company's Board of Commissioners and Board of Directors
The commitment of the Board of Commissioners and Board of Directors of the Company not to receive money and/or Gratuity goods and/or parcels related to their obligations or duties is published through the Company's website.
2. Integrity Pact
The integrity pact is signed by all partners/partners of the Company involved in the procurement process of goods and services. All employees of the Company also sign an Integrity Pact for the application of gratuities every year.

The Company continues to strive to develop its business while still following the prevailing laws and regulations. Throughout 2023, there have been no reports of violations of unfair business competition received by the Company, especially from Commission for the Supervision of Business Competition (KPPU).

ANTIKORUPSI DAN GRATIFIKASI

Perseroan terus berkomitmen untuk berinisiasi dalam upaya anti korupsi dan gratifikasi dari pihak eksternal dengan melakukan sosialisasi kepada seluruh jajaran manajemen dan karyawan. Di samping itu, setiap jajaran manajemen dan karyawan juga telah menandatangani pakta integritas untuk berkomitmen dan menjunjung tinggi nilai-nilai dalam Perseroan.

Perwujudan komitmen tersebut tertuang dalam Pedoman Penanganan Gratifikasi yang disahkan berdasarkan Keputusan Direksi Nomor: 009/DU/ADRG/VIII/2015 tanggal 18 Agustus 2015. Pedoman Penanganan Gratifikasi selaras dengan Pedoman Tata Kelola Perusahaan (*Code of Corporate Governance*) dan Pedoman Perilaku (*Code of Conduct*) serta nilai-nilai yang berlaku di Perseroan. Sepanjang tahun 2023, Perseroan tidak mencatatkan adanya insiden korupsi.

[205-2, 205-3]

KETERLIBATAN DALAM KEGIATAN POLITIK

Perseroan tidak memiliki afiliasi dan melarang pemberian sumbangan kepada organisasi dan/atau partai politik. Begitu juga dengan larangan penggunaan aset Perseroan dalam berbagai tujuan politik. Seluruh karyawan juga diwajibkan untuk bersikap netral dan tidak menunjukkan afiliasi maupun dukungannya di lingkungan kerja. Namun demikian, Perseroan tetap menghormati hak karyawan untuk tetap melaksanakan kewajiban sebagai warga negara sesuai peraturan perundangan yang berlaku. [415-1]

ANTICORRUPTION AND GRATIFICATION

The Company continues to be committed to initiating anti-corruption and gratification efforts from external parties by conducting socialization to all levels of management and employees. In addition, every level of management and employees has also signed an integrity pact to commit and uphold the values in the Company.

The realization of this commitment is contained in the Gratification Handling Guidelines ratified based on the Decree of the Board of Directors Number: 009/DU/ADRG/VIII/2015 dated August 18, 2015. The Gratification Handling Guidelines are in line with the Code of Corporate Governance and Code of Conduct as well as the values applicable in the Company. Throughout 2023, the Company did not record any incidents of corruption. [205-2, 205-3]

INVOLVEMENT IN POLITICAL ACTIVITIES

The Company has no affiliation and prohibits donations to political organizations and/or parties. Likewise, the prohibition on the use of the Company's assets in various political purposes. All employees are also required to be neutral and not show their affiliation or support in the work environment. However, the Company still respects the rights of employees to continue to carry out their obligations as citizens in accordance with applicable laws and regulations. [415-1]

PENGADAAN BARANG DAN JASA YANG TRANSPARAN

Dalam menjalankan usahanya, Perseroan telah berupaya untuk melaksanakan proses pengadaan barang dan jasa secara transparan dan profesional. Hal tersebut, selaras dengan komitmen Perseroan yang tertuang dalam Kebijakan Seleksi Pemasok atau *Vendor* dan Peningkatan Kemampuan Pemasok atau *Vendor*, serta Kode Etik Pemasok. Selain itu, setiap pemasok juga wajib untuk menandatangani Pakta Integritas Pemasok dalam proses pengadaan barang dan jasa.

SISTEM PELAPORAN PELANGGARAN

Sistem Pelaporan Pelanggaran (*whistleblowing system*), menjadi salah satu sarana pelaporan tindak kecurangan dan/atau pelanggaran di lingkungan Perseroan. Selain itu, pelapor juga dapat menyampaikan keluhan atau masalah terkait keakuratan data dan informasi yang dipublikasikan oleh Perseroan melalui:

KOMITE AUDIT DAN SEKRETARIS PERUSAHAAN - FEEDBACK UNIT Audit Committee and Corporate Secretary - Feedback Unit

PT Selamat Sempurna Tbk

Wisma ADR, Lantai 2
Jl. Pluit Raya I No. 1
Jakarta Utara 14440, Indonesia
Surel: adr@adr-group.com
corporate@adr-group.com

Hingga akhir tahun 2023, Perseroan tidak menerima adanya keluhan dan/atau pelanggaran melalui saluran *whistleblowing system*. Selain itu, selama periode pelaporan 2023, tidak ada keterlibatan kasus hukum yang memiliki dampak signifikan atau risiko kepada Perseroan. Oleh karena itu, tidak terdapat sanksi administratif yang diberikan oleh regulator, baik kepada Perseroan maupun anggota Dewan Komisaris dan Direksi. [2-27]

TRANSPARENT PROCUREMENT OF GOODS AND SERVICES

In carrying out its business, the Company has strived to carry out the procurement process of goods and services in a transparent and professional manner. This is in line with the Company's commitment as stated in the Supplier or Vendor Selection Policy and Supplier or Vendor Capability Improvement, as well as the Supplier Code of Conduct. In addition, each supplier is also required to sign a Supplier Integrity Pact in the procurement process of goods and services.

WHISTLEBLOWING SYSTEM

The Whistleblowing System is one of the means of reporting fraud and/or violations within the Company. In addition, the whistleblower may also submit complaints or problems related to the accuracy of data and information published by the Company through:

PT Selamat Sempurna Tbk

Wisma ADR, 2nd Floor
Jl. Pluit Raya I No. 1
Jakarta Utara 14440, Indonesia
Surel: adr@adr-group.com
corporate@adr-group.com

Until the end of 2023, the Company did not receive any complaints and/or violations through the whistleblowing system channel. In addition, during the 2023 reporting period, there were no legal case involvements that had a significant impact or risk to the Company. Therefore, there are no administrative sanctions given by the regulator, either to the Company or members of the Board of Commissioners and Directors. [2-27]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|----------------|------|------|------|
| Jumlah Pengaduan Number of Complaints | Kasus Cases | 0 | 0 | 0 |
| Terselesaikan Resolved | Kasus Cases | 0 | 0 | 0 |
| Sedang Berjalan On Going | Kasus Cases | 0 | 0 | 0 |
| Persentase Perselisihan Diselesaikan Percentage of Disputes Resolved | % | 0 | 0 | 0 |

PELIBATAN PEMANGKU KEPENTINGAN [2-29]

Perseroan berkomitmen untuk memberikan nilai kepada para pemangku kepentingan. Pemangku kepentingan menjadi pihak-pihak penting yang berpengaruh pada keberlanjutan Perseroan. Pelibatan pemangku kepentingan dilakukan untuk memahami isu signifikan, kebutuhan dan perhatian mereka serta untuk menentukan respon Perseroan dalam memenuhi harapan setiap pemangku kepentingan. Proses pelibatan pemangku kepentingan mencakup identifikasi melalui interaksi yang terbangun dan seleksi pihak-pihak yang memiliki pengaruh secara langsung terhadap proses bisnis Perseroan, hingga menggali kebutuhan pemangku kepentingan.

Perseroan telah mengidentifikasi tujuh pemangku kepentingan berdasarkan identifikasi pengaruh dan isu keberlanjutan terhadap Perseroan. Daftar pemangku kepentingan utama Perseroan adalah sebagai berikut:

STAKEHOLDER ENGAGEMENT [2-29]

The Company is committed to providing value to stakeholders. Stakeholders become important parties that influence the sustainability of the Company. Stakeholder engagement is carried out to understand significant issues, their needs and concerns and to determine the Company's response in meeting the expectations of each stakeholder. The process of stakeholder involvement includes identification through established interaction and selection of parties who have a direct influence on the Company's business processes, to explore stakeholder needs.

The Company has identified seven stakeholders based on the identification of sustainability influences and issues on the Company. The list of the Company's main stakeholders is as follows:

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN

Identify Stakeholder Needs and Approaches



Rapat Umum Pemegang Saham (RUPS).
General Meeting of Shareholders (GMS).

- RUPS Tahunan satu kali setiap tahun.
Annual GMS once every year.
- RUPS Luar Biasa sesuai kebutuhan.
Extraordinary GMS as needed.

- Evaluasi kinerja Direksi dan Dewan Komisaris.
Evaluation of the performance of the Board of Directors and the Board of Commissioners.
- Penggunaan laba bersih dan pembagian dividen.
Use of net profit and dividend distribution.
- Pengesahan Laporan Tahunan.
Annual Report Attestation.
- Penyesuaian Anggaran Dasar sesuai dengan peraturan yang berlaku (jika diperlukan).
Adjustment of the Articles of Association in accordance with applicable regulations (if required).
- Penunjukkan Kantor Akuntan Publik.
Public Accountant Firm appointment.
- Pergantian Direksi dan Komisaris (jika diperlukan).
Change of the Board of Directors and the Board of Commissioners (if required).

- Menyediakan dokumen evaluasi kinerja.
Providing performance evaluation documents.
- Menyiapkan dokumen terkait yang telah dikoordinasikan dengan Biro Administrasi Efek (BAE) dan notaris.
Preparing related documents that have been coordinated with Share Registrar (BAE) and notary.
- Melakukan Pengumuman Bukti Iklan di Media (Koran), situs web Perseroan dan Program eASY KSEI.
Announcement of Proof of Advertising in Media (Newspaper), Company website and eASY KSEI Program.

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN

Identify Stakeholder Needs and Approaches

| PEMANGKU KEPENTINGAN Stakeholders | METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Methods and Frequency of Stakeholder Engagement | | KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs | TINDAK LANJUT PERSEROAN Follow-up of the Company |
|--------------------------------------|--|------------------------|---|---|
| | METODE PELIBATAN Engagement Method | FREKUENSI Frequency | | |



Laporan kinerja.
Performance reports.

Tiga bulan sekali
(triwulan).
Once every three
months (quarterly).

Laporan Keuangan.
Financial Statements.

- Menyusun Laporan Keuangan dan melakukan audit.
Preparing Financial Statements and conducting audits.
- Menyusun presentasi atas kinerja Perseroan.
Preparing a presentation on the Company's performance.
- Rapat Komite Audit.
Audit Committee Meeting.

Satu kali setiap tahun.
Once every year.

- Laporan Tahunan.
Annual Report.
- Laporan Keberlanjutan.
Sustainability Report.

- Menyusun Laporan Tahunan.
Compile Annual Report.
- Menyusun Laporan Keberlanjutan.
Compile Sustainability Report.



Pertemuan,
Conference Call,
Conference Meeting
dan *Site Visit*.
Meetings, Conference
Calls, Conference
Meetings and Site
Visits.

Rutin.
Routine.

- Informasi Keuangan (Laporan, Ikhtisar Keuangan, Laporan Tahunan dan Laporan Keberlanjutan).
Financial Information (Report, Financial Highlights, Annual Report and Sustainability Report).
- Presentasi atas kinerja per tiap triwulanan.
Presentation on quarterly performance.

- Menyediakan dokumen dan menyusun evaluasi kinerja per tiap triwulan.
Provide documents and compile quarterly performance evaluations.
- Menyediakan dokumen terkait informasi keuangan per tiap triwulan.
Provide quarterly documents related to financial information.

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN

Identify Stakeholder Needs and Approaches

| PEMANGKU KEPENTINGAN Stakeholders | METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Methods and Frequency of Stakeholder Engagement | | KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs | TINDAK LANJUT PERSEROAN Follow-up of the Company |
|--------------------------------------|--|------------------------|---|---|
| | METODE PELIBATAN Engagement Method | FREKUENSI Frequency | | |



- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> Laporan pengelolaan Lingkungan (UKL-UPL) ke Dinas Lingkungan Hidup Kabupaten, Provinsi dan Kementerian Lingkungan Hidup. Environmental management report (UKL-UPL) to the District, Province and Ministry of Environment. Laporan kualitas air ke Dinas Lingkungan Hidup Kabupaten Tangerang. Water quality report to Tangerang District Environment Office. Laporan neraca limbah B3 ke Dinas Lingkungan Hidup Kabupaten Tangerang. B3 waste balance report to Tangerang District Environment Office. Laporan P2K3 ke Dinas Tenaga Kerja Provinsi. P2K3 Report to provincial labor office. Perpanjangan Lisensi Operator Forklift & Crane ke Kementerian Tenaga Kerja Republik Indonesia. Extension of Forklift & Crane Operator License to the Indonesian Ministry of Manpower. | <ul style="list-style-type: none"> Enam bulan sekali (semester). Once every six months (semester). Tiga bulan sekali (triwulan). Once every three months (quarterly). Tiga bulan sekali (triwulan). Once every three months (quarterly). Tiga bulan sekali (triwulan). Once every three months (quarterly). Lima tahun sekali. Once every five years. | <ul style="list-style-type: none"> Laporan Pengelolaan Lingkungan. Environmental Management Report. Evaluasi kualitas air limbah yang dihasilkan. Evaluation of the quality of wastewater produced. Evaluasi jumlah limbah B3 yang dihasilkan. Evaluation of the amount of B3 waste produced. Evaluasi Kegiatan P2K3 dengan ikut serta dalam kompetisi P2K3 terbaik/Zero Accident tingkat Provinsi Banten. Evaluation of P2K3 Activities by participating in the best P2K3 competition/Zero Accident at Banten Province level. Pengoperasian alat angkat-angkut sesuai dengan Lisensi. Operation of haulage equipment in accordance with the License. | <ul style="list-style-type: none"> Menyusun Laporan UKL-UPL. Compile the UKL-UPL Report. Menyusun Laporan kualitas air limbah. Compile wastewater quality Report. Menyusun Laporan neraca limbah B3. Compile B3 waste balance Report. Menyusun Laporan tiga bulanan. Compile a quarterly Report. Mendata masa laku Lisensi Kementerian Ketenagakerjaan. Record the validity period of the Ministry of Manpower License. |
|---|--|--|--|

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN

Identify Stakeholder Needs and Approaches

| PEMANGKU KEPENTINGAN Stakeholders | METODE DAN FREKUENSI PELIBATAN PEMANGKU KEPENTINGAN Methods and Frequency of Stakeholder Engagement | | KEBUTUHAN PEMANGKU KEPENTINGAN Stakeholder Needs | TINDAK LANJUT PERSEROAN Follow-up of the Company |
|--|---|---|--|--|
| | METODE PELIBATAN Engagement Method | FREKUENSI Frequency | | |
|  <p>Karyawan Employee</p> | <p>Pertemuan tiap tiga bulan antara PUK dan Manajemen. Meetings every three months between PUK and Management.</p> | <p>Tiga bulan sekali (triwulan). Once every three months (quarterly).</p> | <p>Diskusi permasalahan ketenagakerjaan. Discussion of employment issues.</p> | <ul style="list-style-type: none"> Membuat notulen rapat. Create meeting minutes. Pembahasan di rapat Direksi. Discussion at the Board of Directors meeting. |
|  <p>Mitra Kerja Partners</p> | <ul style="list-style-type: none"> Badan Sertifikasi Sistem Manajemen Mutu. Quality Management System Certification Board. Badan Sertifikasi Sistem Manajemen Lingkungan. Environmental Management System Certification Board. | <ul style="list-style-type: none"> Enam bulan sekali (semester). Once every six months (semester). Setahun sekali. Once a year. | <ul style="list-style-type: none"> Sertifikasi dan <i>surveillance audit</i> IATF 16949 : 2016. IATF 16949 : 2016 certification and surveillance audit. Sertifikasi dan <i>surveillance audit</i> ISO 14001 : 2015. ISO 14001 : 2015 certification and surveillance audit. | <ul style="list-style-type: none"> Perbaiki sesuai hasil audit dalam rangka perbaikan berkesinambungan. Improvement in accordance with the audit results in order to continuous improvement. Perbaiki sesuai hasil audit dalam rangka perbaikan berkesinambungan. Improvement in accordance with the audit results in order to continuous improvement. |
|  <p>Masyarakat Community</p> | <p>CSR</p> <ul style="list-style-type: none"> Survei lokasi pelaksanaan CSR. CSR implementation site survey. Pertemuan dengan perwakilan masyarakat penerima CSR. Meeting with representatives of CSR recipient communities. | <p>Rutin. Routine.</p> | <p>Tanggung jawab sosial Perusahaan. Corporate Social Responsibility.</p> | <ul style="list-style-type: none"> Pelaksanaan kegiatan tanggung jawab sosial Perusahaan (CSR) kepada masyarakat sesuai dengan kondisi dan kebutuhannya. Implementation of Corporate Social Responsibility (CSR) activities to the community in accordance with its conditions and needs. |

IDENTIFIKASI KEBUTUHAN DAN PENDEKATAN PEMANGKU KEPENTINGAN
Identify Stakeholder Needs and Approaches



Rekrutmen Tenaga Kerja Lokal
Recruitment of Local Labor

- Menyebarkan informasi lowongan kerja kepada masyarakat melalui masing-masing personalia unit usaha, baik lisan maupun tertulis. Disseminating job information to the public through each business unit personnel, both oral and written.
- Memasang poster informasi lowongan kerja pada papan informasi masing-masing unit usaha. Put a job information poster on the information board of each business unit.

Rutin, sesuai kebutuhan.
Routine, as needed.

Lowongan kerja bagi tenaga kerja lokal yang sesuai dengan keterampilan dan latar belakang pendidikan masyarakat, serta disesuaikan dengan kebutuhan posisi dalam Perseroan. Jobs for local workers that suit the skills and educational background of the community, as well as tailored to the needs of positions in the Company.

Pelaksanaan perekrutan tenaga kerja melalui proses yang adil dan transparan. Implementation of labor recruitment through a fair and transparent process.



- Menyampaikan pemberitahuan (*notice*) terkait perubahan kebijakan dan peraturan pemerintah maupun informasi lainnya yang dibutuhkan pelanggan (seperti pengiriman barang). Deliver notice related to changes in government policies, regulations, and other information needed by customers (such as delivery of goods).
- Survei kepuasan pelanggan. Customer satisfaction survey.

- Rutin, menyesuaikan kondisi perubahan kebijakan dan peraturan, maupun kebutuhan pelanggan lainnya. Routine, adjusting the conditions of policy, regulatory changes, and other customer needs.
- Satu kali setiap tahun. Once every year.

Informasi terbaru terkait hubungan Perseroan dengan pelanggan, serta kebijakan dan peraturan terbaru yang dapat memengaruhi kepentingan pelanggan. The latest information regarding the Company's relationship with customers, as well as the latest policies and regulations that may affect the interests of customers.

- Pelaksanaan survei kepuasan pelanggan. Implementation of customer satisfaction surveys.
- Melaksanakan evaluasi dan menyusun kerangka kerja (*action plan*) dari hasil survei kepuasan pelanggan yang diaudit oleh Tim Management Representative (MR) melalui *Managerial Review Meeting* (MRM) setiap tiga bulan. Selanjutnya, Perseroan menindaklanjuti hasil MRM, yakni berupa *Planning Result*. Evaluate and develop an action plan from customer satisfaction survey results audited by the Management Representative Team (MR) through Managerial Review Meeting (MRM) every three months. Furthermore, the Company follows up on MRM results, i.e. Planning Result.

04

KINERJA KEBERLANJUTAN SUSTAINABILITY PERFORMANCE



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SUSTAINABILITY PERFORMANCE

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Social Performance

04

KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE

Perseroan berkomitmen untuk membangun budaya keberlanjutan bagi seluruh insan Perseroan. Melekatnya budaya keberlanjutan dalam nilai-nilai Perseroan ini, menjadi bagian penting untuk mencapai kinerja terbaik dalam kegiatan bisnis.

KINERJA EKONOMI

PT Selamat Sempurna Tbk telah mampu menunjukkan kinerja ekonomi yang luar biasa di tengah situasi tekanan inflasi global dan meningkatnya biaya pendanaan. Hal ini dibuktikan dengan masuknya Perseroan dalam "Best Under A Billion 2023" Forbes Asia dan menjadi salah satu dari sembilan Perusahaan teratas di Indonesia. Capaian ini juga menjadi bukti kepercayaan para pemangku kepentingan kepada Perseroan dalam menjalankan kegiatan usaha.

Tahun 2023, Perseroan mampu memenuhi target pertumbuhan kinerja ekonomi dari yang ditetapkan. Hal ini dibuktikan dengan meningkatnya penjualan bersih sebesar 4,21% dari tahun 2022. Peningkatan tersebut ditopang dari kontribusi besar penjualan pada segmen penyaring yakni sebesar 73,04% dari total penjualan produk. Sedangkan untuk penjualan pada segmen radiator, segmen karoseri dan segmen distribusi berkontribusi

The Company is committed to building a culture of sustainability for all personnel of the Company. The attachment of sustainability culture in the Company's values is an important part of achieving the best performance in business activities.

ECONOMIC PERFORMANCE

PT Selamat Sempurna Tbk has been able to show the outstanding economic performance amid the situation of global inflationary pressure and rising funding costs. This is evidenced by the Company's inclusion in Forbes Asia's "Best Under A Billion 2023" and becoming one of the top nine companies in Indonesia. This achievement is also proof of the trust of stakeholders in the Company in carrying out business activities.

In 2023, the Company will be able to meet the economic performance growth target set by the set. This is evidenced by the increase in net sales by 4.21% from 2022. The increase was supported by a large contribution of sales in the filter segment, which amounted to 73.04% of total product sales. As for sales in the radiator segment, the body segment and distribution segment contributed 8.79%, 7.05% and 28.59%. Overseas sales recorded

sebesar 8,79%, 7,05% dan 28,59%. Penjualan ke luar negeri tercatat mengalami penurunan sebesar 1.10% atau Rp 34,12 miliar dibandingkan tahun 2022, sedangkan penjualan ke pasar domestik mengalami peningkatan sebesar 13,45% atau Rp 240,33 miliar. Kontribusi dari penjualan luar negeri mencapai 60,24% atau Rp 3,07 triliun dari total penjualan pada tahun 2023.

Seiring peningkatan penjualan bersih, laba bersih Perseroan juga meningkat sebesar 10,75% menjadi Rp 1,04 triliun dibandingkan tahun sebelumnya, yaitu Rp 935,94 miliar. Dari segi profitabilitas, margin laba bersih yang dicatatkan pada tahun 2023 sebesar 20,32% terhadap penjualan. Secara keseluruhan, kinerja keuangan pada tahun 2023 sangat baik karena Perseroan dapat meningkatkan penjualan dan perolehan laba sejalan dengan target yang telah ditetapkan oleh Perseroan.

Untuk pemahaman yang lebih rinci terkait dengan kinerja keuangan Perseroan, dapat dibaca dalam Laporan Tahunan 2023.

a decrease of 1.10% or Idr 34.12 billion compared to 2022, while sales to the domestic market increased by 13.45% or Idr 240.33 billion. The contribution from foreign sales reached 60.24% or Idr 3.07 trillion of total sales in 2023.

Along with the increase in net sales, the Company's net profit also increased by 10.75% to Idr 1.04 trillion compared to the previous year, which was Idr 935.94 billion. In terms of profitability, the net profit margin recorded in 2023 is 20.32% of sales. Overall, the financial performance in 2023 is very good because the Company can increase sales and profit in line with the targets set by the Company.

For a more detailed understanding related to the Company's financial performance, please read the 2023 Annual Report.

TARGET DAN REALISASI KINERJA KEUANGAN

Target and Realization of Financial Performance

| KETERANGAN Description | TARGET 2023 | Realisasi Realization | | |
|--|--|------------------------------|------------------------------|------------------------------|
| | | 2023 | 2022 | 2021 |
| | | Miliar (Rp) Billion (Idr) | Miliar (Rp) Billion (Idr) | Miliar (Rp) Billion (Idr) |
| Pendapatan Revenue | 10% dari tahun 2022. 10% from 2022. | 5,100.37 | 4,894.16 | 4,162.93 |
| Laba Kotor Gross Profit | Menjaga tingkat profitabilitas minimal sama dengan tahun 2022. Keeping profitability levels at least the same as in 2022. | 1,829.59 | 1,604.91 | 1,337.38 |
| Laba (Rugi) Tahun Berjalan Profit (Loss) for The Year | Menjaga tingkat profitabilitas minimal sama dengan tahun 2022. Keeping profitability levels at least the same as in 2022. | 1,036.53 | 935.94 | 728.26 |

Pencapaian kinerja keuangan Perseroan ini, merupakan salah satunya berkat dukungan para pemangku kepentingan. Untuk itu, Perseroan mencatat distribusi nilai ekonomi kepada pemangku kepentingan, yaitu di antaranya berupa remunerasi karyawan, dividen yang didistribusikan kepada pemegang saham, pembayaran pajak kepada pemerintah dan investasi untuk mendukung kegiatan tanggung jawab sosial (CSR) kepada masyarakat.

The achievement of the Company's financial performance is one of them thanks to the support of stakeholders. To that end, the Company records the distribution of economic value to stakeholders, including the employee remuneration, dividends distributed to shareholders, tax payments to the government and investments to support the social responsibility (CSR) activities to the community.

NILAI EKONOMI YANG DIHASILKAN DAN DIDISTRIBUSIKAN (RP MILIAR) [201-1]

Economic Value Generated and Distributed (Billion Idr) [201-1]

| KETERANGAN Description | REALISASI Realization | | |
|--|--------------------------|-----------------|-----------------|
| | 2023 | 2022 | 2021 |
| Nilai Ekonomi yang Dihasilkan Economic Value Generated | | | |
| I Pendapatan Usaha Revenue | 5,100.37 | 4,894.16 | 4,162.93 |
| II Tambahan : Additions : | | | |
| • Laba (Rugi) Selisih Kurs Mata Uang Asing Gain (Loss) on Foreign Exchange | (21.27) | 90.65 | 6.46 |
| • Pendapatan Bunga Interest Revenue | 32.44 | 11.01 | 7.17 |
| • Laba Penjualan Aset Tetap Gain on Sale of Fixed Assets | 6.40 | 7.27 | 3.79 |
| • Lain-lain - Bersih (Terdiri atas Net Pendapatan & Beban Operasi Lainnya kecuali Net Laba (Rugi) Selisih Kurs, Net Laba (Rugi) Penjualan Aset Tetap, <i>Tax Penalties & Tax Expenses</i>) Others - Net (Consists of Net Income & Other Operating Expenses except Net Profit (Loss) Exchange Rate Difference, Net Profit (Loss) Fixed Asset Sales, Tax Penalties & Tax Expenses) | (23.83) | (46.48) | 15.31 |
| Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated | 5,094.11 | 4,956.61 | 4,195.66 |
| Nilai Ekonomi yang Didistribusikan Distributed Economic Value | | | |
| I Pembayaran dividen kepada Pemegang Saham Dividend payments to Shareholders | 604.66 | 489.15 | 403.11 |
| II Jumlah gaji karyawan dan manfaat lainnya Total employee salaries and other benefits | 838.70 | 789.38 | 739.50 |
| III Biaya Operasional Operational Expenses | 877.64 | 823.41 | 748.84 |
| IV Pembayaran kepada Pemerintah (Terdiri atas <i>Tax Penalties & Tax Expenses</i>) Payment to the Government (Consists of Tax Penalties & Tax Expenses) | 59.66 | 48.28 | 70.95 |
| V Pengeluaran dana untuk kegiatan kemasyarakatan Corporate Social Responsibility (CSR) | 0.41 | 0.64 | 0.16 |
| Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed | 2,381.07 | 2,150.86 | 1,962.56 |
| Nilai Ekonomi yang Ditahan Retained Economic Value | 2,713.04 | 2,805.75 | 2,233.10 |

BANTUAN FINANSIAL YANG DITERIMA

[201-4]

Hingga akhir tahun 2023, Perseroan tidak mendapatkan bantuan finansial dari Pemerintah. Namun, Perseroan merasakan manfaat dari pemberian insentif pajak sesuai dengan ketentuan pasal 2 ayat (a) dan Pasal 3 Peraturan Pemerintah Republik Indonesia No. 30 Tahun 2020 tanggal 18 Juni 2020 tentang Penurunan Tarif Pajak Penghasilan bagi Wajib Pajak Badan Dalam Negeri yang Berbentuk Perseroan Terbuka.

IMPLIKASI FINANSIAL TERKAIT PERUBAHAN IKLIM [201-2]

Perubahan iklim yang terjadi tentu dapat mempengaruhi proses operasional Perseroan. Sebagai contoh, risiko fisik meliputi adanya kondisi banjir dan peningkatan suhu atau panas secara ekstrim. Hal ini tentu akan berpotensi mempengaruhi kegiatan suplai bahan baku maupun produk yang dihasilkan. Di sisi lain, risiko transisi antara lain perubahan regulasi lingkungan, perkembangan teknologi, perubahan pasar dan reputasi bisnis dapat berpotensi mempengaruhi kondisi finansial Perseroan.

Namun demikian, Perseroan telah mengantisipasi risiko yang muncul dengan menerapkan manajemen risiko yang komprehensif, identifikasi peluang dan melaksanakan tindakan mitigasi yang tepat.

MANAJEMEN RANTAI PASOKAN [2-6]

Rantai pasokan menjadi salah satu faktor penting untuk dikelola, yang dapat mempengaruhi kelangsungan usaha. Perseroan berkomitmen untuk tetap melaksanakan praktik-praktik pengelolaan lingkungan, sosial dan tata kelola (LST) termasuk penghormatan terhadap hak asasi manusia baik di dalam negeri maupun luar negeri. Disisi lain, Perseroan juga akan memastikan rantai pasokan agar tetap berjalan dengan adil, berintegritas dan transparan.

FINANCIAL AID RECEIVED

[201-4]

Until the end of 2023, the Company will not receive financial assistance from the Government. However, the Company benefits from the provision of tax incentives in accordance with the provisions of article 2 paragraph (a) and Article 3 of the Government Regulation of the Republic of Indonesia No. 30 of 2020 dated June 18, 2020 concerning the Reduction of Income Tax Rate for Domestic Corporate Taxpayers in the Form of Public Companies.

FINANCIAL IMPLICATIONS OF CLIMATE CHANGE [201-2]

The climate change that occurs can certainly affect the Company's operational processes. For the example, physical risks include flooding conditions and extreme increases in temperature or heat. This will certainly potentially affect the supply activities of raw materials and products produced. On the other hand, transition risks including changes in environmental regulations, technological developments, market changes and business reputation can potentially affect the Company's financial condition.

Nevertheless, the Company has anticipated the risks that arise by implementing comprehensive risk management, identifying opportunities and implementing the appropriate mitigation actions.

SUPPLY CHAIN MANAGEMENT [2-6]

The supply chain is one of the important factors to manage, which can affect the business continuity. The Company is committed to continuing to implement environmental, social and governance (ESG) management practices including respect for the human rights both domestic and overseas. On the other hand, the Company will also ensure that the supply chain continues to run fairly, integrated and transparent.

Sementara itu, melalui pengelolaan rantai pasokan, Perseroan juga dapat berkontribusi dalam pertumbuhan ekonomi di sekitar wilayah operasi dengan melibatkan pihak-pihak lokal, yaitu dengan tetap memprioritaskan pemasok lokal dalam pemenuhan kebutuhan barang dan jasa. Sedangkan pemasok dari luar negeri (internasional), akan digunakan apabila pemasok lokal tidak dapat memenuhinya. Proses pengadaan barang dan jasa dilakukan secara terbuka melalui banding *Quality, Costs* dan *Delivery* (QCD) dari beberapa pemasok (minimum 2 pemasok), kecuali pembelian atas barang rutin. Pemilihan pemasok berdasarkan *Quality, Costs* dan *Delivery* (QCD) akan dievaluasi berdasarkan *Approved Supplier List* (ASL).

Dalam mewujudkan komitmen pelaksanaan praktik rantai pasokan yang adil, Perseroan telah menetapkan kebijakan atas pengadaan barang dan jasa antara lain:

1. Kebijakan Seleksi Pemasok atau Vendor dan Peningkatan Kemampuan Pemasok atau Vendor, yang mengatur pemilihan, pengelolaan risiko, serta evaluasi kinerja pemasok secara efektif dan konsisten;
2. Kode Etik Pemasok, yang memuat persyaratan minimum bagi para pemasok terkait ketentuan etis dan bertanggung jawab dalam menjalankan bisnisnya.

Meanwhile, through supply chain management, the Company can also contribute to economic growth around the operational area by involving the local parties, i.e. by prioritizing the local suppliers in meeting the needs of goods and services. However, suppliers from abroad (international), will be used if the local suppliers cannot meet it. The procurement process of goods and services is carried out openly through the *Quality, Costs and Delivery* (QCD) appeals from several suppliers (minimum 2 suppliers), except for routine purchases of goods. Supplier selection based on the *Quality, Costs and Delivery* (QCD) will be evaluated based on the *Approved Supplier List* (ASL).

In realizing its commitment to implementing fair supply chain practices, the Company has established policies on the procurement of goods and services, including:

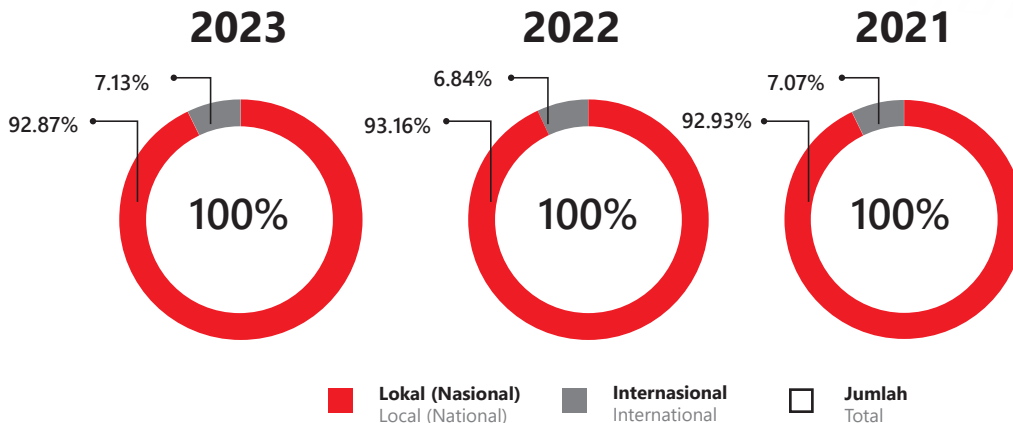
1. Supplier or Vendor Selection Policy and Improvement of Supplier or Vendor Capability, which governs the selection, risk management, and the evaluation of supplier performance effectively and consistently;
2. Supplier Code of Conduct, which contains the minimum requirements for suppliers regarding the ethical and responsible requirements for conducting their business.



Catatan | Notes :

Deskripsi lengkap mengenai kegiatan produksi dan distribusi oleh entitas anak dan entitas asosiasi dapat dilihat pada Laporan Tahunan 2023. A full description of production and distribution activities by subsidiaries and associate entities can be found in the 2023 Annual Report.

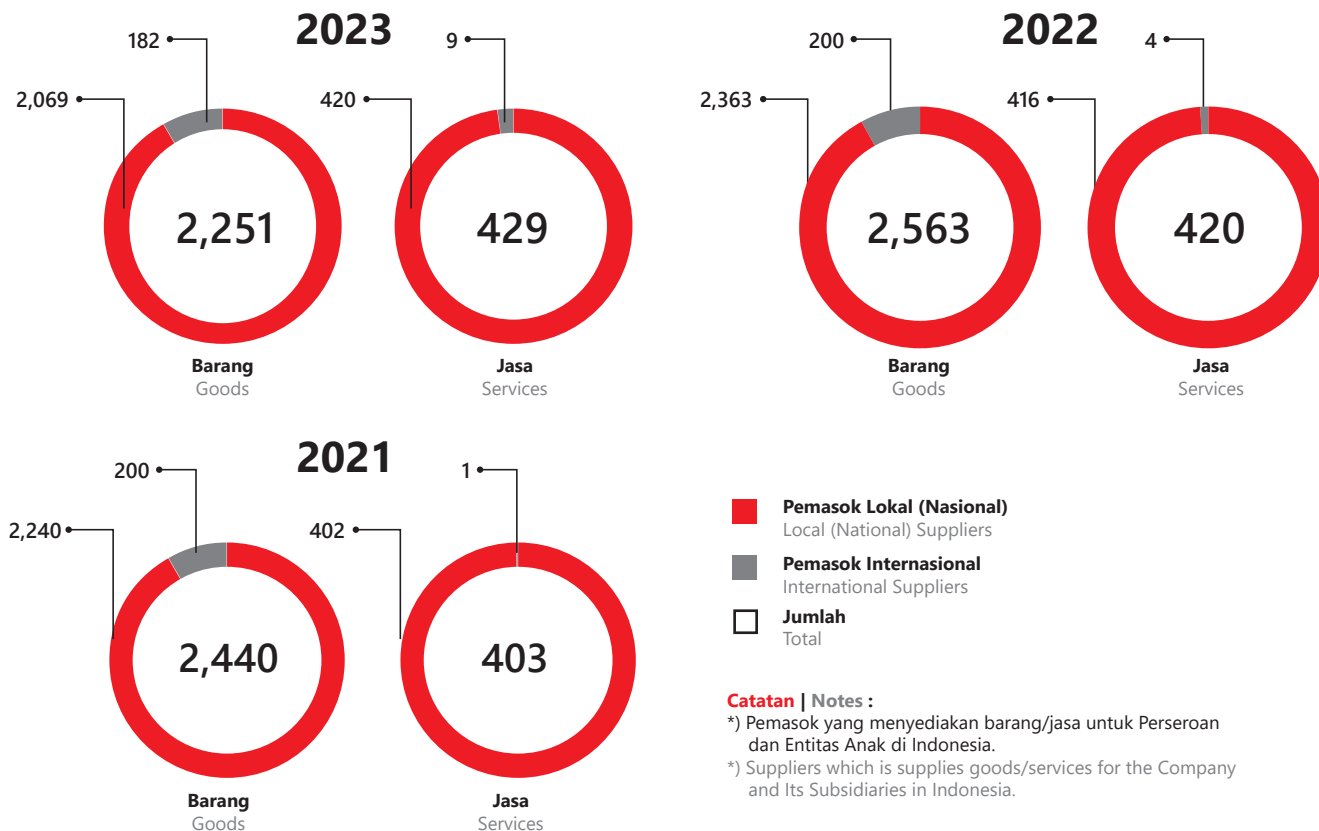
KOMPOSISI JUMLAH PEMASOK*
Supplier* Number Composition



Catatan | Notes :

*) Pemasok yang menyediakan barang/jasa untuk Perseroan dan Entitas Anak di Indonesia.
*) Suppliers which is supplies goods/services for the Company and Its Subsidiaries in Indonesia.

JUMLAH PEMASOK* PADA RANTAI PASOK PERSEROAN
Number of Suppliers* in the Company's Supply Chain

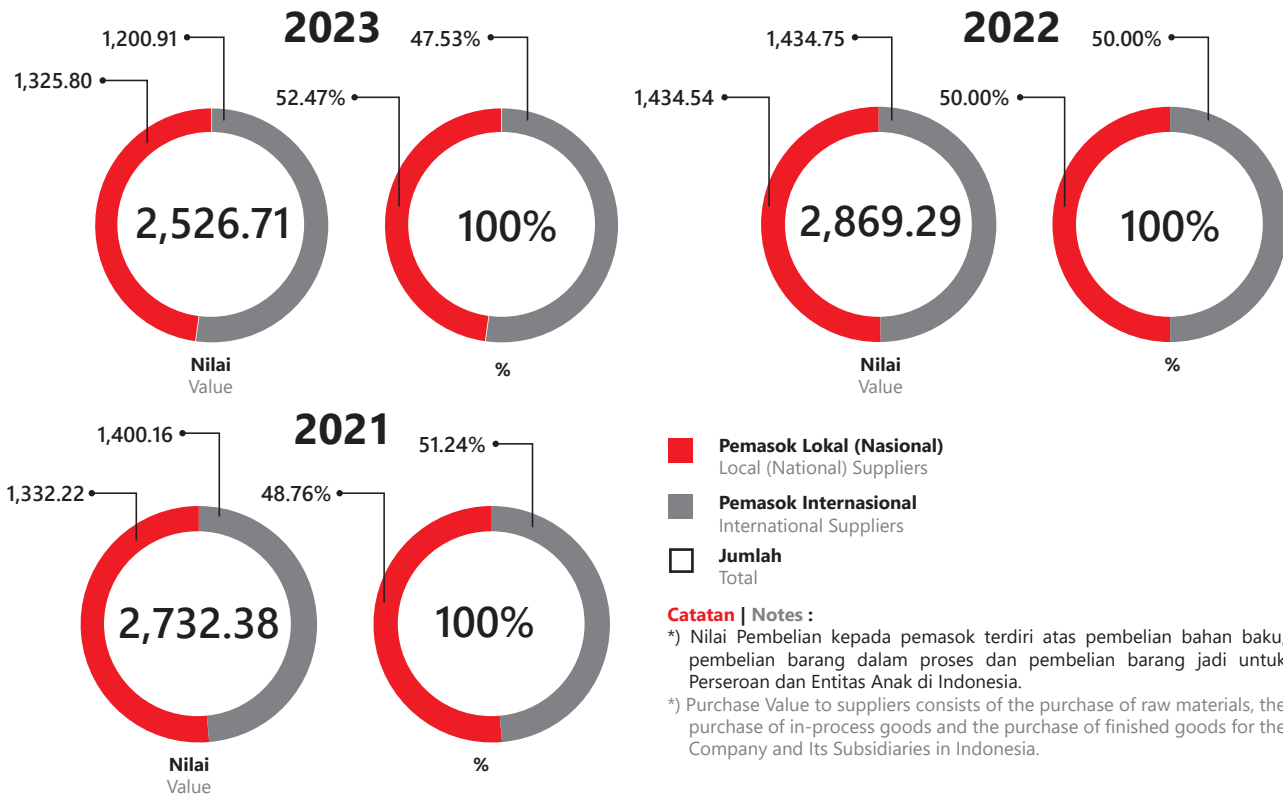


Catatan | Notes :

*) Pemasok yang menyediakan barang/jasa untuk Perseroan dan Entitas Anak di Indonesia.
*) Suppliers which is supplies goods/services for the Company and Its Subsidiaries in Indonesia.

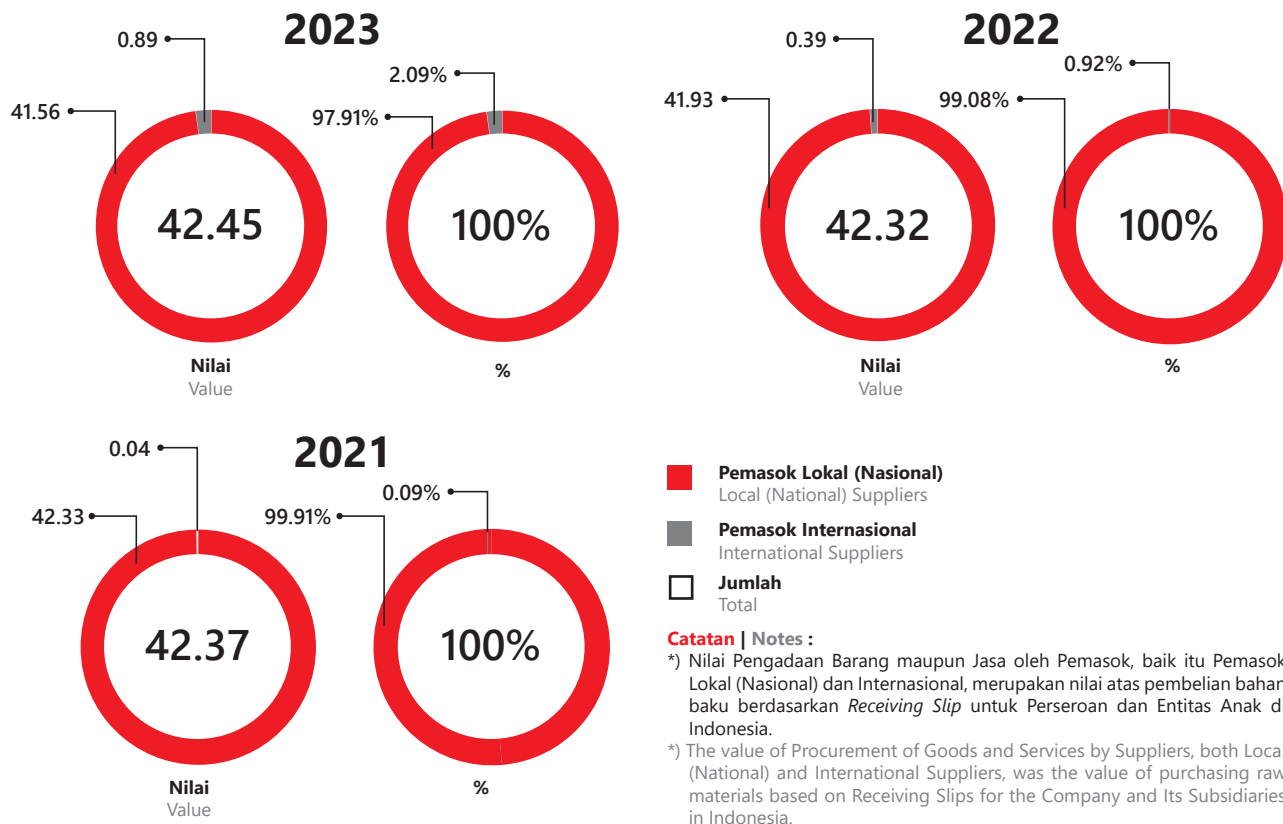
NILAI PENGADAAN BARANG OLEH PEMASOK* (RP MILIAR) DAN PERSENTASE

Value of Procurement of Goods by Suppliers* (Billion Idr) and Percentage of



NILAI PENGADAAN JASA OLEH PEMASOK* (RP MILIAR) DAN PERSENTASE

Value of Procurement of Services by Suppliers* (Billion Idr) and Percentage of



Tahap evaluasi dilakukan terhadap pemasok untuk memastikan kepatuhan peraturan perundangan dan Perseroan yang berlaku. Di samping itu, Perseroan telah melaksanakan kegiatan audit terhadap pemasok untuk membina hubungan kerja dengan pemasok dan meningkatkan pengembangan sistem manajemen mutu pemasok.

Setiap tahun sekali, Perseroan melakukan evaluasi dan audit bagi para pemasok di bawah koordinasi Kepala Procurement. Proses audit dan evaluasi juga dapat dilakukan sewaktu-waktu tergantung kebutuhan dan kondisi yang terjadi. Audit dilakukan oleh Kepala Quality Assurance (QA) dengan menunjuk pihak-pihak terkait di tiap unit usaha.

The evaluation stage is carried out on suppliers to ensure the compliance with applicable laws and regulations and the Company regulations. In addition, the Company has conducted the audit activities on suppliers to foster working relationships with suppliers and improve the development of supplier quality management systems.

Once every year, the Company conducts the evaluations and audits for suppliers under the coordination of the Head of Procurement. The audit and evaluation process can also be carried out at any time depending on the needs and conditions that occur. The audit is carried out by the Head of Quality Assurance (QA) by appointing related parties in each business unit.



KINERJA LINGKUNGAN

Perseroan sepenuhnya telah memahami bahwa kegiatan usaha yang dijalankan dapat mengakibatkan dampak lingkungan secara langsung maupun tidak langsung. Untuk itu, Perseroan berkomitmen untuk menjalankan kegiatan usaha dan melakukan pengelolaan lingkungan sesuai dengan peraturan perundangan yang berlaku, meminimalkan dampak negatif dan meningkatkan dampak positif.

Dalam melakukan pengelolaan lingkungan, Perseroan telah mengacu pada standar sistem manajemen berdasarkan ISO 14001. Strategi yang digunakan adalah dengan membuat *environment objective*, menetapkan target dan/atau berupa pemantauan, serta kebijakan dari manajemen untuk selalu melakukan perbaikan yang berkesinambungan, taat pada peraturan perundangan yang berlaku dan pencegahan terhadap pencemaran lingkungan. Sepanjang tahun 2023, Perseroan tidak mencatat adanya pelanggaran terhadap peraturan lingkungan hidup maupun konsekuensi hukum yang diterima sehingga mengakibatkan kegiatan operasional terhenti. [2-27]

ENVIRONMENTAL PERFORMANCE

The Company fully understands that its business activities may result in direct or indirect environmental impacts. For this reason, the Company is committed to carrying out the business activities and environmental management in accordance with the applicable laws and regulations, minimizing negative impacts and increasing the positive impacts.

In carrying out environmental management, the Company has referred to the management system standards based on ISO 14001. The strategy used is to create the environment objectives, set the targets and/or in the form of monitoring, as well as policies from management to always make continuous improvements, comply with the applicable laws and regulations and prevent the environmental pollution. Throughout 2023, the Company did not record any violations of the environmental regulations or legal consequences received, resulting in operational activities stopping. [2-27]



BIAYA PENGELOLAAN LINGKUNGAN (JUTA RP)

Environmental Management Fee (Million Idr)

**Kualitas Udara**
Air Quality

| KETERANGAN Description | 2023 | 2022 | 2021 |
|--|-------------|-------------|-------------|
| Uji Udara Ambien, Lingkungan Kerja dan Kebisingan Test Ambient Air, Work Environment and Noise | 17.28 | 4.08 | 3.90 |
| Uji Udara Emisi Tidak Bergerak (Cerobong) Immovable Emission Air Test (Chimney) | 11.86 | 10.98 | 9.54 |
| Uji Udara Emisi Bergerak (Forklift) *) Moving Emission Air Test (Forklift) *) | 1.28 | 1.28 | 1.28 |
| Uji Emisi Incinerator Incinerator Emission Test | 4.60 | 4.09 | 4.59 |

**Pengelolaan Air & Air Limbah**
Water & Wastewater Management

| KETERANGAN Description | 2023 | 2022 | 2021 |
|--|-------------|-------------|-------------|
| Uji Air Limbah STP STP Wastewater Test | 13.68 | 9.69 | 3.99 |
| Uji Air Limbah WWT WWT Wastewater Test | 12.72 | 9.01 | 3.71 |
| Pengajuan Izin Pembuangan Limbah Cair Application for Liquid Waste Disposal Permit | N/A | N/A | 9.00 |

**Pengelolaan Limbah & Bahan Berbahaya**
Waste & Hazardous Material Management

| KETERANGAN Description | 2023 | 2022 | 2021 |
|--|-----------------|--------------|--------------|
| Pembuatan TPS B3 di area Incinerator Making TPS B3 in the Incinerator area | N/A | N/A | 22.97 |
| Pengajuan Izin TPS B3 Application for TPS B3 Permit | N/A | N/A | 6.00 |
| Uji TBT Incinerator TBT Incinerator Test | N/A | 40.51 | N/A |
| Pembuatan Dokumen Lingkungan DELH DELH Environmental Document Creation | 1,161.97 | N/A | N/A |
| Jumlah Total | 1,223.39 | 79.64 | 64.98 |

Catatan | Notes :

*) Data tahun 2022 dinyatakan kembali.

*) The 2022 data were restated.

N/A : Not Available

PENGUNAAN MATERIAL RAMAH LINGKUNGAN

Perseroan tidak hanya terus berupaya untuk melakukan inovasi dalam menciptakan produk yang andal, tetapi juga menggunakan bahan yang ramah lingkungan. Bahan material maupun produk yang dihasilkan, senantiasa mempertimbangkan aspek ramah lingkungan sesuai dengan ketentuan dan peraturan perundangan yang berlaku.

Perusahaan senantiasa melakukan *improvement* dan memantau penggunaan material yang mengandung zat berbahaya. Salah satu *improvement* yang dilakukan adalah melengkapi area produksi yang menggunakan bahan berbahaya dan beracun (B3) dengan MSDS (*Material Safety Data Sheet*) yang sudah disederhanakan agar mudah dipahami oleh operator, serta melengkapi perlengkapan *safety* di area produksi yang harus digunakan agar terhindar dari paparan. Berbagai upaya terus dilakukan untuk mengurangi penggunaan material berbahaya dan pelestarian lingkungan dengan cara substitusi terhadap material yang lebih ramah lingkungan, serta menjalankan metode *reuse*, *reduce* dan *recycle*.

USE OF ENVIRONMENTALLY FRIENDLY MATERIALS

The Company not only continues to strive to innovate in creating the reliable products, but also uses environmentally friendly materials. The materials and products produced always consider environmentally friendly aspects in accordance with the applicable laws and regulations.

The Company constantly improves and monitors the use of materials containing hazardous substances. One of the improvements made is to equip the production areas that use hazardous and toxic materials (B3) with MSDS (*Material Safety Data Sheet*) which has been simplified so that it is easily understood by the operators, and complete safety equipment in the production areas that must be used to avoid exposure. Various efforts continue to be made to reduce the use of the hazardous materials and preserve the environment by substituting more environmentally friendly materials, as well as carrying out reuse, reduce and recycle methods.



Limbah plastik produksi didaur ulang dan digunakan kembali (diproses ulang sebagai bahan produksi). Limbah kemasan plastik dikirim ke pengepul untuk didaur ulang.

Production plastic waste is recycled and reused (reprocessed as a production material). Plastic packaging waste is sent to collectors for recycling.



Kemasan material adhesive (lem) digunakan kembali untuk diisi ulang material adhesive.

Adhesive material packaging (glue) is reused to refill adhesive material.



Penggantian material TCE (trichloro ethiline) untuk pencucian end plate dengan solvent RDL yang merupakan material ramah lingkungan.

Replacement of TCE material (trichloro ethiline) for end plate washing with RDL solvent which is an environmentally friendly material.

PENGUNAAN ENERGI

Penggunaan energi menjadi salah satu sumber emisi yang dihasilkan dari kegiatan operasional. Perseroan berupaya untuk melakukan efisiensi energi untuk mengurangi emisi gas rumah kaca yang dihasilkan. Perlu diketahui bahwa energi yang Perseroan gunakan antara lain listrik dan Bahan Bakar Minyak (BBM) baik di kantor maupun di pabrik.

Intensitas penggunaan energi di tahun 2023 mengalami penurunan menjadi 1.051 KJ/Pcs. Hal ini dipengaruhi oleh Inisiatif yang dilakukan untuk meningkatkan efisiensi dan pengurangan energi antara lain:

1. Mengoptimalkan penghematan listrik dengan cara pengaturan jam kerja produksi untuk mengurangi operasional mesin produksi yang berkapasitas besar disaat waktu beban puncak tarif pemakaian listrik;
2. Mengoptimalkan pemakaian listrik dengan penggunaan *inverter* pada mesin produksi yang menggunakan motor listrik berkapasitas besar;
3. Mengoptimalkan pemakaian listrik dengan penggantian motor listrik atau pemilihan mesin baru dengan menggunakan servo motor;
4. Mengganti lampu dari model lampu pijar atau neon dengan menggunakan lampu hemat energi (model LED); dan
5. Mengoptimalkan penghematan listrik dengan pemasangan *automatic sensor on-off* untuk lampu ruangan.

ENERGY USE

The use of energy is one of the sources of emissions resulting from operational activities. The Company strives to carry out energy efficiency to reduce greenhouse gas emissions produced. Please note that the energy used by the Company includes electricity and Fuel Oil (BBM) both in the office and in the factory.

The intensity of energy use in 2023 has decreased to 1,051 KJ/Pcs. This is influenced by initiatives carried out to improve the efficiency and energy reduction, among others:

1. Optimizing electricity savings by adjusting production working hours to reduce the operation of large-capacity production machines during peak load times of electricity consumption rates;
2. Optimizing electricity consumption with the use of inverters in production machines that use large-capacity electric motors;
3. Optimize electricity consumption by replacing electric motors or selecting new machines using servo motors;
4. Replacing lamps from incandescent or fluorescent lamp models by using energy-saving lamps (LED models); and
5. Optimize electricity savings with the installation of automatic on-off sensors for the room lights.

Selain itu, Perseroan juga melakukan beberapa upaya efisiensi energi dalam proses produksi, antara lain yaitu:

1. Mengoptimalkan penghematan gas dan listrik melalui substitusi material adhesive yang menggunakan oven berbahan bakar gas (*oven curing*) dengan menggunakan material adhesive yang bersifat *non-curing* (tanpa menggunakan oven listrik); dan
2. Mengurangi jam operasional *incinerator* yang menggunakan bahan bakar gas dan listrik dengan cara mengalihkan beberapa material untuk dibuang ke pengelola limbah berizin. Upaya ini dilakukan berdasarkan pertimbangan penghitungan perbandingan biaya operasional pengolahan material limbah dengan menggunakan *incinerator* dibandingkan dengan biaya pembuangan dengan pengelola limbah berizin.

In addition, the Company also made several energy efficiency efforts in the production process, including:

1. Optimizing gas and electricity savings through substitution of adhesive materials that use gas-fired ovens (*curing ovens*) using adhesive materials that are non-curing (without using electric ovens); and
2. Reduce the operating hours of incinerators that use gas and electricity by diverting some materials for disposal to licensed waste managers. This effort is carried out based on the consideration of calculating the comparison of operational costs of processing waste materials using incinerators compared to disposal costs with licensed waste managers.

PENGUNAAN ENERGI [302-1, 302-3]
Energy Use [302-1, 302-3]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|--|----------------------|---------------------|---------------------|----------------------|
| Listrik Total Electricity Usage | kWh GJ | 9,281,580 33,414 | 9,999,780 35,999 | 10,451,280 37,625 |
| BBM Total Fuel Usage | Liter Litre GJ | 29,369 1,180 | 30,820 1,239 | 26,420 1,062 |
| Gas *) Total Gas Usage *) | MMBTU GJ | 24,083 25,409 | 25,261 26,651 | 23,472 24,765 |
| Jumlah Konsumsi Energi *) Total Energy Usage *) | GJ | 60,003 | 63,889 | 63,452 |
| Jumlah Produksi Total Production | Pcs | 57,080,155 | 55,588,992 | 55,690,701 |
| Intensitas Energi *) Intensity of Energy Usage *) | KJ/Pcs | 1,051 | 1,149 | 1,139 |

Catatan | Notes :

*) Data tahun 2021 dan 2022 dinyatakan kembali.

*) The 2021 and 2022 data were restated.

PENGURANGAN KONSUMSI ENERGI [302-4]
Reduction of Energy Consumption [302-4]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|-----------------------|--------------|-------------|---------------|
| Pengurangan Konsumsi Energi Reduction of Energy Consumption | % | 6.08 | -0.69 | -15.87 |
| • Efisiensi Listrik Electrical efficiency | GJ | 2,586 | 1,626 | -5,627 |
| • Efisiensi BBM Fuel efficiency | GJ | 59 | -177 | -15 |
| • Efisiensi Gas Gas efficiency | GJ | 1,242 | -1,886 | -3,049 |
| Jumlah Pengurangan Konsumsi Energi Total of Energy Consumption Reduction | GJ | 3,886 | -437 | -8,691 |

Catatan | Notes :

Untuk perhitungan efisiensi BBM, Listrik dan Gas tidak bisa dibandingkan secara langsung jumlah pemakaian per tahun. Namun harus dibagi dengan hasil produksi, karena jika produksi banyak maka secara otomatis jam kerja dan pemakaian energi juga akan banyak.

For the calculation of fuel efficiency, electricity and gas cannot be directly compared the amount of usage per year. But it must be divided by the production results, because if the production is a lot, automatically working hours and energy consumption will also be a lot.

PENGENDALIAN EMISI GAS RUMAH KACA

Dalam melaksanakan kegiatan operasionalnya, Perseroan mendukung *Net Zero Emission* tahun 2060 melalui penyalarsan upaya-upaya untuk mengurangi emisi gas rumah kaca (GRK). Pengurangan emisi GRK dilakukan sejalan dengan upaya dalam peningkatan efisiensi energi.

Sepanjang tahun 2023, berbagai upaya penghematan energi yang dilakukan Perseroan, sebagaimana tercantum pada program efisiensi dan reduksi konsumsi energi serta pengurangan pada energi yang dibutuhkan untuk produk dan jasa, Perseroan telah menghitung intensitas emisi dari pabrik sebesar 0,000147 Ton CO₂eq/Pcs, terjadi penurunan sebesar 9,8% dibanding tahun 2022.

GREENHOUSE GAS EMISSION CONTROL

In carrying out its operational activities, the Company supports the Net Zero Emission by 2060 through alignment of efforts to reduce the greenhouse gas (GHG) emissions. GHG emission reduction is carried out in line with efforts to improve the energy efficiency.

Throughout 2023, various energy saving efforts made by the Company, as stated in the energy efficiency and reduction program and reduction in energy needed for products and services, the Company has calculated the emission intensity from the plant at 0.000147 Tons CO₂eq/Pcs, a decrease of 9.8% compared to 2022.

EMISI GAS RUMAH KACA (GRK) [305-1, 305-2, 305-4]
Greenhouse Gas (GHG) Emissions [305-1, 305-2, 305-4]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|--|--------------------------------------|-----------------|-----------------|-----------------|
| Penggunaan Listrik Electricity Usage | Ton CO ₂ eq | 8,270 | 8,910 | 9,312 |
| Penggunaan Solar Solar Usage | Ton CO ₂ eq | 78 | 81 | 70 |
| Penggunaan Gas Gas Usage | Ton CO ₂ eq | 47 | 49 | 45 |
| Emisi yang dihasilkan Emissions generated | Ton CO₂eq | 8,395 | 9,040 | 9,427 |
| Jumlah Produksi Total production | Pcs | 57,080,155 | 55,588,992 | 55,690,701 |
| Intensitas Emisi GRK GHG Emission Intensity | Ton CO₂eq/ Pcs | 0.000147 | 0.000163 | 0.000169 |

Catatan | Notes :

- Pendekatan organisasi (*organizational boundaries*) yang digunakan.
Organizational boundaries used.
- Jenis emisi GRK yang dihitung yakni CO₂.
The type of GHG emissions calculated is CO₂.
- Metodologi perhitungan menggunakan Pedoman Penyelenggaraan Inventarisasi Gas Rumah Kaca Nasional, Kementerian Lingkungan Hidup, tahun 2012.
The calculation methodology uses the Guidelines for the Implementation of the National Greenhouse Gas Inventory, Ministry of Environment, 2012.
- Faktor emisi bahan bakar berdasarkan *The Intergovernmental Panel on Climate Change (IPCC) 2006* dan Gatrik Ketenagalistrikan 2019.
Fuel emission factors based on *The Intergovernmental Panel on Climate Change (IPCC) 2006* and Gatrik Electricity 2019.

PENGURANGAN EMISI GAS RUMAH KACA (GRK) [305-5]
Greenhouse Gas (GHG) Emission Reduction [305-5]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|--------------------------------|---------------|---------------|------------------|
| Pengurangan Emisi GRK GHG Emission Reduction | Ton CO ₂ eq/ Pcs | 0.000016 | 0.000006 | 0.000018 |
| • Efisiensi Listrik Electrical efficiency | Ton CO ₂ eq | 639.92 | 402.29 | -1,392.47 |
| • Efisiensi Solar Solar efficiency | Ton CO ₂ eq | 3.83 | -11.62 | -0.97 |
| • Efisiensi Gas Gas efficiency | Ton CO ₂ eq | 2.28 | -3.45 | 127.03 |
| Jumlah Pengurangan Emisi GRK Total GHG Emission Reductions | Ton CO₂eq | 646.03 | 387.22 | -1,266.41 |

PENGELOLAAN LIMBAH [306-1, 306-2]

Perseroan telah memiliki kebijakan pengelolaan limbah B3, Non-B3 dan limbah elektronik dimana menjadi langkah strategis dalam bertransformasi menjadi manufaktur ramah lingkungan. Secara umum, Perseroan menghasilkan limbah dari proses produksi dan aktivitas kantor berupa limbah cair (efluen), limbah padat B3 dan limbah padat non-B3. Untuk limbah padat akan dipilah sesuai dengan kategorinya, yakni B3 dan non-B3.

WASTE MANAGEMENT [306-1, 306-2]

The Company already has a B3, Non-B3 and electronic waste management policy which is a strategic step in transforming into environmentally friendly manufacturing. In general, the Company produces waste from production processes and office activities in the form of effluent waste, B3 solid waste and non-B3 solid waste. Solid waste will be sorted according to its categories, i.e. B3 and non-B3.

Setiap unit usaha Perseroan telah memiliki instalasi pengolahan air limbah di bawah tanggung jawab Divisi General Affairs (GA). Limbah cair hasil proses produksi (efluen) akan langsung dialirkan menuju instalasi pengolahan air limbah (IPAL) dengan metode koagulasi dan flokulasi. Sedangkan, air limbah dari kegiatan domestik akan diolah terlebih dahulu melalui *Sewage Treatment Plant* (STP) secara aerob dan anaerob. Sebelum air limbah dibuang ke badan permukaan air, Perseroan telah memastikan pembuangan air limbah telah memenuhi nilai ambang batas baku mutu sesuai persyaratan perundangan yang berlaku melalui pengujian kualitas air limbah secara berkala.

Pengelolaan limbah B3 oleh Perseroan telah dilakukan sesuai izin dan ketentuan yang berlaku, yakni Peraturan Pemerintah No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Limbah B3 yang dihasilkan akan ditempatkan pada Tempat Penampungan Sementara (TPS) khusus B3 sebelum diserahkan kepada pengelola limbah B3 yang memiliki izin.

Sementara itu, pengelolaan limbah padat non-B3 dilakukan melalui pengumpulan terlebih dahulu sebelum nantinya dijual ke pihak ketiga. Meskipun demikian, Perseroan juga memiliki *reciprocating incinerator* untuk mengolah limbah residu proses produksi berupa kertas dan *reject filter* melalui proses pembakaran dengan suhu di atas 800°C. Abu hasil pembakaran limbah akan dikumpulkan dan disimpan di TPS Limbah B3, untuk kemudian diserahkan kepada pihak ketiga pengangkut (*transporter*) yang memiliki izin pengolah limbah B3. [306-4]

Sepanjang tahun 2023, Perseroan menghasilkan 406,05 ton limbah B3 dan 6.643,39 ton limbah non-B3, dengan intensitas limbah B3 sebesar 7,11 gram/unit produksi serta intensitas limbah non-B3 sebesar 116,39 gram/unit produksi.

Each business unit of the Company has a wastewater treatment plant under the responsibility of the General Affairs (GA) Division. Liquid waste from the production process (effluent) will be directly flowed to the wastewater treatment plant (WWTP) by coagulation and flocculation methods. Meanwhile, wastewater from domestic activities will be treated first through Sewage Treatment Plant (STP) aerobically and anaerobically. Before wastewater is discharged into the water surface body, the Company has ensured that the wastewater disposal has met the threshold value of quality standards in accordance with applicable laws and regulations through periodic wastewater quality testing.

B3 waste management by the Company has been carried out in accordance with the applicable permits and regulations, i.e. Government Regulation No. 22 of 2021 concerning the Implementation of Environmental Protection and Management. The B3 waste produced will be placed in a special B3 Temporary Shelter (TPS) before being handed over to a licensed B3 waste manager.

Meanwhile, non-B3 solid waste management is carried out through collection first before later being sold to third parties. However, the Company also has a reciprocating incinerator to process residual waste from the production process in the form of paper and reject filters through the combustion process with temperatures above 800°C. The ash from burning waste will be collected and stored at the Temporary Shelter of B3 Waste, and then handed over to a third party transporter who has a B3 waste processing permit. [306-4]

Throughout 2023, the Company produced 406.05 tons of B3 waste and 6,643.39 tons of non-B3 waste, with a B3 waste intensity of 7.11 grams/production unit and a non-B3 waste intensity of 116.39 grams/production unit.

TIMBULAN LIMBAH [306-3, 306-4, 306-5]
Waste Volume [306-3, 306-4, 306-5]

| KETERANGAN Description | SATUAN Unit | METODE PENGELOLAAN Management Methods | 2023 | 2022 | 2021 |
|---|----------------|---|-----------|-----------|-----------|
| Limbah B3 B3 Waste | | | | | |
| Padat Solid | | | | | |
| Sludge Sludge | Ton | Dikumpulkan kemudian dikirim ke pihak ketiga yang memiliki izin. Collected and then sent to a third party with permission. | 167.25 | 139.11 | 127.60 |
| Residu Hasil Produksi Production Residue | | | 203.22 | 256.61 | N/A |
| Bottom Ash Bottom Ash | | | 25.91 | 10.60 | N/A |
| Cair Liquid | | | | | |
| Pelarut Solvent | Ton | Dikumpulkan kemudian dikirim ke pihak ketiga yang memiliki izin. Collected and then sent to a third party with permission. | 9.67 | 36.60 | 42.80 |
| Limbah Non-B3 Non-B3 Waste | | | | | |
| Plat Besi Iron Plate | Kg | Dijual ke pengepul. Sold to collectors. | 6,364,250 | 5,371,210 | 7,627,160 |
| Duplex Duplex | | | 43,240 | 42,540 | 100,880 |
| Limbah Lainnya Other Waste | | | | | |
| Sampah Doos Doos Trash | Kg | Dijual ke pengepul. Sold to collectors. | 211,120 | 178,190 | 180,700 |
| Kertas sisa <i>Non-Woven</i> Non-Woven waste paper | | | 24,780 | 33,200 | 54,750 |

Catatan | Notes :

Peningkatan jumlah *sludge* diakibatkan oleh frekuensi pengurasan yang lebih sering.

Increased number of sludge due to more frequent drain frequency.

N/A : Not Available

PENGELOLAAN LIMBAH [306-4]
Waste Management [306-4]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|----------------------|-----------|-----------|-----------|
| Didaur ulang pihak ke-3 3 rd party recycled | Kg | 6,643,390 | 5,625,140 | 7,963,490 |
| Diserahkan pada pihak ke-3 Submitted to a 3 rd party | Ton | 406.05 | 442.92 | 170.40 |
| Jumlah air limbah yang dikelola melalui IPAL Amount of wastewater managed through WWTP | m ³ /hari | 80 | 80 | 80 |

PENGUNAAN AIR

Air menjadi sumber daya alam yang sangat penting bagi kehidupan masyarakat. Untuk itu, Perseroan terus berupaya untuk menggunakan air secara efisien dengan melakukan perbaikan maupun peningkatan yang berkesinambungan. Kebutuhan air bersih dipenuhi melalui pembelian dari perusahaan air minum swasta, yakni PT Aetra Air Tangerang dan pemanfaatan air tanah. Air bersih ini digunakan untuk menunjang kegiatan produksi, mengelola limbah padat dengan *incinerator*, *colling tower*, mencuci fasilitas produksi, hingga untuk memenuhi keperluan karyawan (Mandi, Cuci, Kakus/MCK).

Di sisi lain, Perseroan juga melakukan konservasi air dengan melakukan pembuatan lubang biopori dan sumur resapan, pengendalian limbah melalui pengolahan air limbah dan mengaplikasikan sistem sirkulasi pada *cooling tower* untuk pendinginan mesin atau *mold*.

WATER USE

Water is a natural resource that is very important for people's lives. For this reason, the Company continues to strive to use water efficiently by making continuous improvements and improvements. Clean water needs are met through purchases from private drinking water companies, i.e. PT Aetra Air Tangerang and groundwater utilization. This clean water is used to support production activities, manage solid waste with incinerators, colling towers, wash production facilities, to meet employee needs (Lavatory/Toilet).

On the other hand, the Company also conserves water by making biopore holes and infiltration wells, controlling waste through wastewater treatment and applying a circulation system to the cooling tower for cooling machines or molds.

KONSUMSI AIR [303-3, 303-5] Water Consumption [303-3, 303-5]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|----------------------|---------------|---------------|---------------|
| Pengambilan air permukaan Surface water intake | m ³ | N/A | N/A | N/A |
| Pengambilan air tanah Groundwater extraction | m ³ | N/A | N/A | N/A |
| Pembelian air dari pihak-3 Water purchase from 3 rd party | m ³ | 25,007 | 17,054 | 22,519 |
| Jumlah Konsumsi Air Total Water Consumption | m³ | 25,007 | 17,054 | 22,519 |

Catatan | Notes :
N/A : Not Available

PEMBUANGAN AIR [303-4]
Water Disposal [303-4]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|--|-----------------------|--------------|-------------|-------------|
| Dibuang ke badan air permukaan Discharged into surface water bodies | megaliters | 14.21 | 9.03 | N/A |
| Dibuang ke laut Thrown into the sea | megaliters | N/A | N/A | N/A |
| Dibuang ke pihak-3 Discarded to 3 rd party | megaliters | N/A | N/A | N/A |
| Jumlah Pembuangan Air Total Water Disposal | megaliters | 14.21 | 9.03 | N/A |

Catatan | Notes :
N/A : Not Available

PELESTARIAN KEANEKARAGAMAN HAYATI

Perseroan menyadari pentingnya untuk menjaga kelestarian lingkungan beserta keanekaragaman hayati di dalamnya. Perlu diketahui bahwa area produksi Perseroan, maupun jalur distribusi produk tidak berada di dekat atau area yang dilindungi dan tidak memiliki keanekaragaman hayati. Walaupun demikian, Perseroan akan tetap memberikan kontribusi melalui kegiatan hayati yang bertujuan untuk menjaga keanekaragaman hayati.

Sepanjang tahun 2023, Perseroan telah melaksanakan kegiatan penanaman pohon dan tanaman di lokasi kantor maupun pabrik sebagai upaya konservasi lingkungan.

BIODIVERSITY CONSERVATION

The Company realizes the importance of preserving the environment and the biodiversity in it. Please note that neither the Company's production areas, nor product distribution channels are near or protected areas and do not have the biodiversity. Nevertheless, the Company will continue to contribute through the biological activities aimed at maintaining the biodiversity.

Throughout 2023, the Company has carried out tree and plant planting activities at the office and the factory locations as an effort to conserve the environment.



JENIS POHON DAN TANAMAN YANG DITANAM SEBAGAI UPAYA KONSERVASI LINGKUNGAN PADA TAHUN 2023
Types of trees and plants planted as an effort to conserve the environment in 2023



30

Batang
Trunk

TANAMAN HIAS BROKOLI
akalipa broccoli houseplants



30

Batang
Trunk

TANAMAN AGLAONEMA BERAS MAUR/SNOW WHITE
Aglaonema Maurice Plant/Snow White



200

Batang
Trunk

TANAMAN HIAS LILI PARIS / BRAZIL
spider plants



50

Batang
Trunk

POHON SOKA
Ixora Trees



75

Batang
Trunk

TANAMAN HIAS ROSANDRA
Crossandra plants



15

Batang
Trunk

POHON WALISONGO
Dwarf umbrella trees



50

Batang
Trunk

POHON GOLDEN
Golden Trees



100

Batang
Trunk

POHON SOKA KUNING
Ixora 'Dwarf Yellow' Trees



100

Batang
Trunk

POHON SOKA MERAH
Ixora 'Dwarf Red' Trees



185

M²

RUMPUT GAJAH MINI
broadleaf carpetgrass



100

Batang
Trunk

POHON BAMBU PAREGATA
Dracaena sanderiana (lucky bamboo) Trees

KINERJA SOSIAL

Aspek sosial menjadi salah satu faktor penting dalam mendukung keberlanjutan bisnis Perseroan. Menjaga hubungan yang baik terhadap para pemangku kepentingan menjadi komitmen Perseroan untuk meraih kinerja terbaik.

SUMBER DAYA MANUSIA [2-30]

Untuk menghadapi tantangan dan memastikan keberlanjutan bisnis, Perseroan berupaya meningkatkan kompetensi sumber daya manusia guna mendorong kinerja terbaik Perseroan. Di tahun 2023, tercatat karyawan Perseroan telah mencapai 5.684 orang. Jumlah ini mengalami kenaikan sebanyak 2,80% jika dibandingkan dengan tahun lalu.

Perseroan menerapkan sistem rekrutmen, promosi dan pengembangan karier secara wajar sesuai dengan kompetensi masing-masing karyawan serta kebutuhan terhadap Perseroan. Perseroan memberi penghargaan kepada karyawan yang berprestasi serta memberikan sanksi yang tegas terhadap segala bentuk pelanggaran yang dilakukan oleh karyawan.

Sementara itu, Perseroan juga memberikan jaminan pemenuhan hak asasi manusia (HAM) bagi seluruh karyawan maupun para pemangku kepentingan lainnya. Hal tersebut dibuktikan dengan tidak adanya praktik tenaga kerja paksa maupun pekerja anak di seluruh operasional Perseroan dan Entitas Anak Perseroan. Sepanjang tahun 2023, tidak terdapat pelaporan maupun keluhan dari pemangku kepentingan terkait pelanggaran HAM yang dilakukan oleh Perseroan. Tanggung jawab Perseroan terkait HAM, yaitu sebagai berikut:

SOCIAL PERFORMANCE

The social aspect is one of the important factors in supporting the sustainability of the Company's business. Maintaining good relationships with stakeholders is the Company's commitment to achieve the best performance.

HUMAN RESOURCES [2-30]

To face challenges and ensure the business sustainability, the Company strives to improve the competence of human resources to encourage the Company's best performance. In 2023, the Company's employees will reach 5,684 people. This number has increased by 2.80% compared to the last year.

The Company implements a system of recruitment, promotion and career development reasonably in accordance with the competence of each employee and the needs of the Company. The Company rewards outstanding employees and provides the strict sanctions for all forms of violations committed by the employees.

Meanwhile, the Company also guarantees the fulfillment of the human rights (HAM) for all employees and other stakeholders. This is evidenced by the absence of forced labor and child labor practices in all operations of the Company and its Subsidiaries. Throughout 2023, there will be no reports or complaints from the stakeholders related to human rights violations committed by the Company. The Company's responsibilities related to human rights are as follows:

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Melakukan penataan pekerjaan dengan baik; 2. Memberikan kesempatan kepada karyawan untuk mengikuti pendidikan dan pelatihan yang sejalan dengan kompetensi dan kebutuhan Perseroan; 3. Menerapkan <i>reward</i> dan <i>punishment</i> secara adil; 4. Memberikan hak kepada karyawan untuk berserikat; 5. Menempatkan Perjanjian Kerja Bersama (PKB) sebagai komitmen Perseroan; 6. Memberikan kondisi kerja yang baik, aman dan nyaman bagi karyawan; dan 7. Menghormati hak asasi, serta hak dan kewajiban karyawan sesuai dengan PKB dan peraturan perundangan yang berlaku. | <ol style="list-style-type: none"> 1. Organize the work properly; 2. Provide opportunities for employees to take part in education and training in line with the competencies and needs of the Company; 3. Apply rewards and punishments fairly; 4. Give employees the right to associate; 5. Place the the Collective working Agreement (PKB) as the Company's commitment; 6. Provide good, safe and comfortable working conditions for employees; and 7. Respects human rights and the rights and obligations of employees following the PKB and the applicable laws and regulations. |
|--|--|

KEBEBASAN BERSERIKAT

Perseroan membangun hubungan kerja yang harmonis dan dinamis, komunikasi dua arah dengan karyawan, serta memberikan kebebasan kepada karyawan untuk menyampaikan pendapat dan aspirasi dengan tata cara yang beretika dan tidak bertentangan dengan peraturan yang berlaku di Perusahaan.

PKB yang merupakan hasil perundingan antara Perseroan dan Serikat Pekerja telah memuat syarat-syarat kerja, hak dan kewajiban kedua belah pihak berdasarkan ketentuan perundang-undangan. PKB, ditinjau dan diperbarui secara berkala (setiap tiga tahun sekali), di mana yang terakhir kali diperbaharui pada 9 Maret 2023.

FREEDOM OF ASSOCIATION

The Company builds harmonious and dynamic working relationships, two-way communication with employees, and provides freedom for the employees to express opinions and aspirations in an ethical manner and does not conflict with the applicable regulations in the Company.

PKB which is the result of negotiations between the Company and the Trade Union has contained the working conditions, rights and obligations of both parties based on statutory provisions. PKB, reviewed and updated regularly (every three years), with the last time updated on March 9th, 2023.

KOMPOSISI KARYAWAN [2-7, 401-1]
Employees Composition [2-7, 401-1]

| KETERANGAN Description | SATUAN Unit | 2023 | | 2022 | | 2021 | |
|--|-----------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|
| Rasio upah karyawan level dasar terhadap UMP dan UMK* Ratio of wages of the entry-level employees to UMP and UMK* | % | 100 | | 100 | | 100 | |
| Jumlah Karyawan berdasarkan Jabatan Total of Employees by the Job Title | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| Direktur Director | Orang Person | 4 | - | 4 | - | 4 | - |
| Komisaris Commissioner | | 2 | - | 2 | - | 2 | - |
| Manajer Manager | | 116 | 26 | 116 | 25 | 108 | 22 |
| Penyelia Supervisor | | 475 | 118 | 474 | 107 | 471 | 112 |
| Staf Staff | | 393 | 168 | 385 | 164 | 346 | 163 |
| Pekerja Umum General Worker | | 4,118 | 264 | 3,893 | 359 | 4,211 | 410 |
| Jumlah Total | | | 5,684 | | 5,529 | | 5,849 |
| Jumlah Karyawan berdasarkan Usia Total of Employees by the Age | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| <30 tahun <30 years | Orang Person | 2,964 | 325 | 2,771 | 376 | 3,018 | 423 |
| 30-50 tahun 30-50 years | | 2,009 | 222 | 1,979 | 249 | 1,957 | 243 |
| >50 tahun >50 years | | 135 | 29 | 124 | 30 | 167 | 41 |
| Subtotal | | 5,108 | 576 | 4,874 | 655 | 5,142 | 707 |
| Jumlah Total | | 5,684 | | 5,529 | | 5,849 | |
| Jumlah Karyawan berdasarkan Status Ketenagakerjaan Total of Employees by the Employment Status | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| Permanen Permanent | Orang Person | 2,698 | 378 | 2,764 | 374 | 2,880 | 366 |
| Non Permanen Non-Permanent | | 255 | 19 | 230 | 19 | 216 | 27 |
| Alih daya Outsourcing | | 2,155 | 179 | 1,880 | 262 | 2,046 | 314 |
| Subtotal | | 5,108 | 576 | 4,874 | 655 | 5,142 | 707 |
| Jumlah Total | | 5,684 | | 5,529 | | 5,849 | |

KOMPOSISI KARYAWAN [2-7, 401-1]
Employees Composition [2-7, 401-1]

| KETERANGAN Description | SATUAN Unit | 2023 | | 2022 | | 2021 | |
|--|-----------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|
| Rasio upah karyawan level dasar terhadap UMP dan UMK* Ratio of wages of the entry-level employees to UMP and UMK* | % | 100 | | 100 | | 100 | |
| Jumlah Karyawan Baru Total of the New Employees | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| <30 tahun <30 years | Orang Person | 145 | 34 | 117 | 34 | 75 | 30 |
| 30-50 tahun 30-50 years | | 27 | 8 | 38 | 9 | 16 | 4 |
| >50 tahun >50 years | | 3 | - | - | - | 1 | - |
| Subtotal | | 175 | 42 | 155 | 43 | 92 | 34 |
| Jumlah Total | | 217 | | 198 | | 126 | |
| Pergantian Karyawan (Turn Over) Employee Turnover (Turn Over) | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| 30-50 tahun 30-50 years | Orang Person | 63 | 22 | 59 | 32 | 64 | 27 |
| >50 tahun >50 years | | 11 | - | 9 | - | 9 | 4 |
| Subtotal | | 74 | 22 | 68 | 32 | 73 | 31 |
| Jumlah Total | | 96 | | 100 | | 104 | |
| Karyawan berdasarkan Asal Employees by Origin | | Pria Men | Wanita Women | Pria Men | Wanita Women | Pria Men | Wanita Women |
| Indonesia | | | | | | | |
| Jawa Java | Orang Person | 4,744 | 474 | 4,567 | 547 | 4,851 | 598 |
| Sumatra | | 27 | 12 | 26 | 12 | 25 | 12 |
| Sulawesi | | 6 | 1 | 6 | 1 | 6 | 1 |
| Luar Negeri Overseas | | | | | | | |
| Asia | Orang Person | 298 | 83 | 245 | 88 | 231 | 88 |
| Australia | | 33 | 6 | 30 | 7 | 29 | 8 |
| Jumlah Total | | 5,684 | | 5,529 | | 5,849 | |

Catatan | Notes :

- Upah Minimum Provinsi (UMP) DKI Jakarta pada tahun 2023 : Rp 4.901.798,-
DKI Jakarta Provincial Minimum Wage (UMP) in 2023 : Idr 4,901,798.-
- Upah Minimum Kabupaten (UMK) Tangerang pada tahun 2023 : Rp 4.527.689,-
Tangerang Regency Minimum Wage (UMK) in 2023 : Idr 4,527,689.-
- Data tahun 2021 dan 2022 dinyatakan kembali.
The 2021 and 2022 data were restated.

PRAKTIK PENGELOLAAN KETENAGAKERJAAN

Sumber Daya Manusia tentunya menjadi aset yang perlu dikelola dan dikembangkan untuk mencapai tujuan Perseroan. Perseroan secara konsisten menjaga komitmen untuk menjaga lingkungan kerja yang layak dan kondusif, Keselamatan dan Kesehatan Kerja (K3), memberikan pelatihan dan pengembangan, serta membangun hubungan kerja yang harmonis sesuai dengan ketentuan perundang-undangan yang berlaku.

KEBERAGAMAN DAN KESETARAAN

Perseroan memastikan bahwa tidak ada diskriminasi, yaitu dengan tidak membedakan gender, keberagaman suku, budaya, agama, golongan, maupun latar belakang di sepanjang proses kegiatan bisnis yang berlangsung. Namun, perlu diketahui bahwa industri otomotif lebih dominan diminati oleh kaum laki-laki sehingga persentase karyawan perempuan masih rendah. Sepanjang tahun 2023, Perseroan mencatat tidak ada kasus diskriminasi, pelecehan seksual, maupun pelanggaran kode etik di lingkungan kerja.

REMUNERASI

Pemberian upah bagi karyawan telah disesuaikan dengan ketentuan perundang-undangan yang berlaku. Pengupahan karyawan di area Jakarta dan pabrik Kapuk telah sesuai dengan aturan Upah Minimum Provinsi (UMP) DKI Jakarta, sedangkan karyawan di pabrik Tangerang mengikuti Upah Minimum Kabupaten (UMK) Tangerang.

PENGEMBANGAN KOMPETENSI

Perseroan mendorong peningkatan kompetensi karyawan melalui program pengembangan kompetensi yang disesuaikan dengan kebutuhan dan aspirasi Perseroan. Perseroan sangat berfokus terhadap

EMPLOYMENT MANAGEMENT PRACTICES

Human Resources are certainly assets that need to be managed and developed to achieve the Company's goals. The Company consistently maintains its commitment to maintain a decent and conducive work environment, Occupational Safety and Health (OSH), provide training and development, and build harmonious working relationships in accordance with the applicable laws and regulations.

DIVERSITY AND EQUALITY

The Company ensures that there is no discrimination, i.e. by not differentiating gender, diversity of ethnicity, culture, religion, group, or background throughout the process of business activities that take place. However, please note that the automotive industry is more predominantly in demand by men so that the percentage of female employees is still low. Throughout 2023, the Company recorded no cases of discrimination, sexual harassment, or violations of the code of ethics in the work environment.

REMUNERATION

The provision of wages for employees has been adjusted to the provisions of the applicable legislation. The wages of employees in the Jakarta area and the Kapuk factory are in accordance with the rules of the DKI Jakarta Provincial Minimum Wage (UMP), while employees at the Tangerang factory follow the Tangerang Regency Minimum Wage (UMK).

COMPETENCY DEVELOPMENT

The Company encourages the improvement of employee competence through competency development programs tailored to the needs and aspirations of the Company. The Company is very focused

pengembangan karyawan, dimana program Pengembangan tersebut dilakukan dengan mengadakan pelatihan. Program pelatihan yang diberikan, yaitu program Internal Training, Inhouse Training dan Eksternal Training. Program pelatihan tersebut diberikan secara regular kepada seluruh karyawan sesuai dengan bidang kerja, pekerjaan yang menjadi tanggung jawab, bagian dan jabatannya. Selain itu Perseroan juga melakukan pengembangan untuk karyawan potensial melalui program ADR Supervisory Development Program, Management Development Program atau Management Trainee dan Skill khusus seperti pelatihan Otomasi.

on the employee development, where the development program is carried out by conducting training. The training programs provided, i.e. Internal Training, Inhouse Training and External Training programs. The training program is given regularly to all employees in accordance with the field of work, work that is their responsibility, section and position. In addition, the Company also conducts development for potential employees through ADR Supervisory Development Program, Management Development Program or Management Trainee and special skills such as Automation training.

JAM PELATIHAN KARYAWAN BERDASARKAN JABATAN

Employees Training Hours by the Job Title

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|-------------------------------|------|------|------|
| Direktur Director | | 3 | 3 | 3 |
| Komisaris Commissioner | Jam rata-rata per orang/tahun | 3 | 2 | N/A |
| Manajer, Supervisor, Staf & Pekerja Umum Manager, Supervisor, Staff & General Worker | Average hours per person/year | 4 | 4 | 4 |

Catatan | Notes :
N/A : Not Available

PROGRAM PENGEMBANGAN KARYAWAN TAHUN 2023 [404-1]

Employees Development Program 2023 [404-1]

| PROGRAM PELATIHAN Training Program | JUMLAH KARYAWAN YANG MENGIKUTI PELATIHAN Total of employees attending training | | JUMLAH PELATIHAN Total of Trainings | JUMLAH JAM PELATIHAN Total of Training Hours |
|--|---|-----------------|--|---|
| | Pria Men | Wanita Women | | |
| Softskill | 1,032 | 77 | 39 | 220 |
| Hardskill | 1,920 | 336 | 123 | 491 |
| Technical (PTO, Automation) | 346 | - | 68 | 272 |
| Leadership (AFL, Mini MDP, MDP) | 2,458 | 423 | 120 | 548 |
| Eksternal, Inhouse | 298 | 26 | 20 | 360 |
| Jumlah Total | 6,054 | 862 | 370 | 1,891 |
| Rata-rata jumlah jam pelatihan per karyawan per tahun Average number of training hours per employee per year | | | | 4 |

KESELAMATAN DAN KESEHATAN KERJA

Perseroan berkomitmen untuk menyediakan lingkungan kerja yang layak dan aman, guna melindungi seluruh karyawan dari segala risiko keselamatan dan kesehatan kerja (K3) selama proses kegiatan operasional berlangsung. Hal tersebut dapat diwujudkan melalui penerapan standar sistem manajemen K3 (SMK3) dengan mengacu pada Peraturan Pemerintah No. 50 tahun 2012 tentang Sistem Manajemen K3 (SMK3) dan ISO 45001:2018. [403-1]

Implementasi sistem manajemen K3 menjadi tanggung jawab seluruh insan Perseroan (100%) di setiap tingkat jabatan dan setiap pemangku kepentingan yang berada, berkunjung, ataupun bekerja di area PT Selamat Sempurna Tbk. Setiap personel wajib patuh dan bertanggung jawab atas pelaksanaan K3, sehingga mampu untuk mencapai target nihil insiden. [403-8]

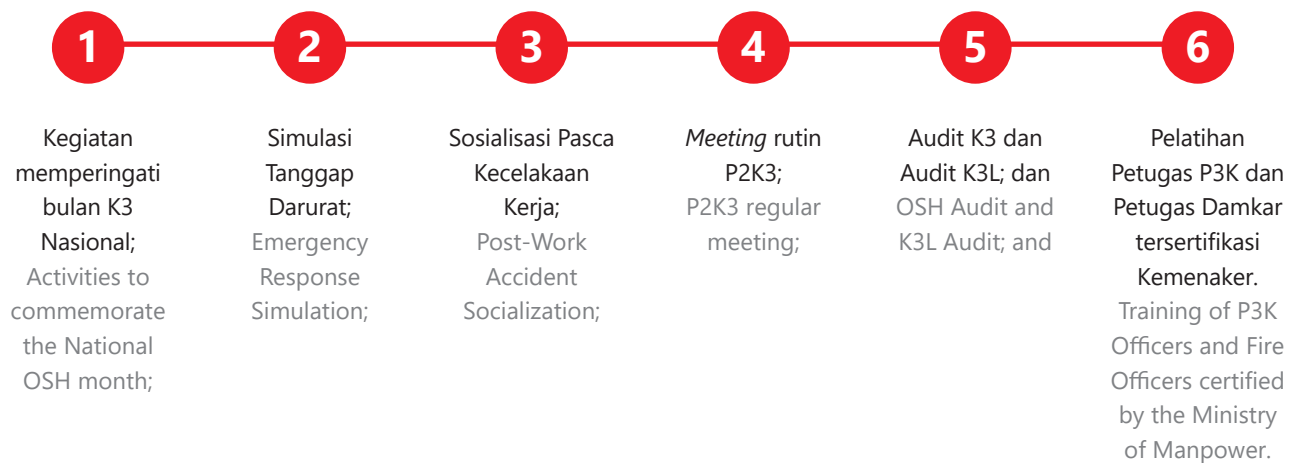
Dalam rangka mencapai kinerja optimal K3, selama tahun 2023 Perseroan telah melakukan beberapa kegiatan, antara lain:

OCCUPATIONAL SAFETY AND HEALTH

The Company is committed to providing a decent and safe work environment, in order to protect all employees from all occupational safety and health (OSH) risks during the operational process. This can be realized through the implementation of K3 management system standards (SMK3) by referring to Government Regulation No. 50 of 2012 concerning the K3 Management System (SMK3) and ISO 45001: 2018. [403-1]

The implementation of the K3 management system is the responsibility of all personnel of the Company (100%) at every level of position and every stakeholder who is located, visits, or works in the area of PT Selamat Sempurna Tbk. Every personnel must comply and be responsible for the implementation of K3, so as to be able to achieve the target of zero incidents. [403-8]

In order to achieve the optimal performance of OSH, during 2023 the Company has carried out several activities, including:



IDENTIFIKASI BAHAYA, PENILAIAN RISIKO DAN INVESTIGASI INSIDEN [403-2]
Hazard Identification, Risk Assessment and Incident Investigation [403-2]

| RISIKO Risk | UPAYA IDENTIFIKASI, PENILAIAN, DAN PENGELOLAAN RISIKO SERTA BAHAYA KERJA Efforts to Identify, Assess, and Manage Occupational Risks and Hazards | PENANGGUNG JAWAB Person In Charge | PENCAPAIAN/UPAYA PERBAIKAN PERSEROAN Achievements/Efforts to Improve the Company |
|-----------------------|---|--|--|
| Cedera dan Kematian | <ul style="list-style-type: none"> • Membuat <i>Hazard Identification Risk Assessment & Determination Control</i> (HIRADC), yakni formulir yang digunakan untuk mengidentifikasi risiko dan tingkat bahaya di area kerja sesuai dengan Standar Operasional Prosedur (SOP) ADR-SHE-SOP-016 (HIRADC). • Membuat Standar Operasional Prosedur (SOP) tanggap darurat sebagai langkah pencegahan apabila terjadi kebakaran dan keadaan darurat. • Melakukan investigasi terkait kecelakaan kerja, kebakaran, maupun keadaan darurat. • Membuat Standar Operasional Prosedur (SOP) P3K sebagai panduan petugas P3K di lapangan untuk mempercepat proses pertolongan pertama. • Membuat Standar Operasional Prosedur (SOP) Rambu K3 sebagai tanda informasi yang bersifat himbauan, peringatan, maupun larangan di area kerja dengan standar yang ditetapkan. • Membuat Standar Operasional Prosedur (SOP) Sistem Alarm Kebakaran sebagai panduan pemetaan area kerja untuk pemasangan detektor alarm. • Pembuatan memo pemberitahuan dan mekanisme pelaporan kecelakaan kerja. • Merevisi Standar Operasional Prosedur (SOP) pengendalian alat pelindung diri (ADR-GA-02-SOP-010) dengan penambahan kelengkapan tanggap darurat. | <ul style="list-style-type: none"> • SHE • P2K3 • Atasan • Pekerja/ Karyawan | <ul style="list-style-type: none"> • Pelatihan K3 dasar & tanggap darurat bagi karyawan baru. • Pelatihan tanggap darurat P2K3. • <i>Safety Briefing</i> setiap minggu. • Patroli K3L (<i>Unsafe Action & Unsafe Condition</i>). • Pemeriksaan panel listrik, <i>hoist crane</i> dan <i>forklift</i>. • Pemeriksaan kotak P3K & tandu. • Pengadaan rambu-rambu K3 (<i>safety sign</i>) di area kerja. • Pelaksanaan simulasi tanggap darurat. • Pelaksanaan kunjungan Perusahaan. • Pelaksanaan Audit K3L. • Pengadaan buku panduan P3K. • Pengadaan alat-alat bantu untuk training praktek K3 (Prestan untuk CPR dan Collar Neck). • Pemasangan lampu <i>emergency</i> di area kantin karyawan. • Pelatihan petugas P3K dan Petugas Damkar tersertifikasi Kemenaker. |
| Injury and Fatality | <ul style="list-style-type: none"> • Create <i>Hazard Identification Risk Assessment & Determination Control</i> (HIRADC), which is a form used to identify risks and levels of hazards in the work area in accordance with the Standard Operating Procedure (SOP) ADR-SHE-SOP-016 (HIRADC). • Create the Standard Operating Procedures (SOPs) for emergency response as a preventive measure in the event of fire and emergencies. • Conduct the investigations related to the work accidents, fires, and emergencies. • Create P3K Standard Operating Procedures (SOPs) as a guide for P3K officers in the field to speed up the first aid process. • Make the Standard Operating Procedures (SOP) for the OSH Signs as a sign of information in the nature of appeals, warnings, and prohibitions in the work area with established standards. • Create Standard Operating Procedures (SOPs) for Fire Alarm Systems as a guide for mapping work areas for alarm detector installation. • Create the notification memos and the mechanisms for reporting work accidents. • Revise the Standard Operating Procedure (SOP) for personal protective equipment control (ADR-GA-02-SOP-010) with the addition of emergency response equipment. | <ul style="list-style-type: none"> • SHE • P2K3 • Head Department • Worker/ Employee | <ul style="list-style-type: none"> • OSH Basic training & emergency response for new employees. • First aid emergency response training. • Safety Briefing every week. • Patrol K3L (<i>Unsafe Action & Unsafe Condition</i>). • Inspection of electrical panel, hoist crane and forklift. • First aid check box & litter. • Procurement of the OSH (safety sign) in the work area. • Implementation of the emergency response simulation. • Implementation of the Company visits. • The K3L Audit Implementation. • Procurement of the P3K guidebook. • Procurement of tools for OSH practical training (Prestan for CPR and Collar Neck). • Installation of emergency lights in the employee canteen area. • Training of P3K officers and Fire Officers certified by the Ministry of Manpower. |

IDENTIFIKASI BAHAYA, PENILAIAN RISIKO DAN INVESTIGASI INSIDEN [403-2]
Hazard Identification, Risk Assessment and Incident Investigation [403-2]

| RISIKO Risk | UPAYA IDENTIFIKASI, PENILAIAN DAN PENGELOLAAN RISIKO, SERTA BAHAYA KERJA Efforts to Identify, Assess and Manage Occupational Risks, and Hazards | PENANGGUNG JAWAB Person In Charge | PENCAPAIAN/UPAYA PERBAIKAN PERSEROAN Achievements/Efforts to Improve the Company |
|-----------------------|---|---|---|
| Penyakit akibat kerja | <ul style="list-style-type: none"> • Pengecekan kebisingan, pencahayaan dan suhu area kerja. • Pengecekan alat kerja yang mengeluarkan api/cahaya. • Pelatihan kesehatan kerja oleh dokter perusahaan untuk menambah pengetahuan tentang kesehatan di area kerja untuk karyawan Perseroan. • Pengadaan masker, alat ukur suhu tubuh digital, alat dan bahan penyemprotan disinfektan. • Pelaksanaan vaksinasi <i>booster</i> kepada karyawan Perseroan. • Update surat edaran internal sesuai dengan Surat Instruksi Kemendagri terbaru. | <ul style="list-style-type: none"> • SHE • P2K3 • Atasan • Pekerja/Karyawan | <ul style="list-style-type: none"> • Pengadaan <i>safety sign Earmuff</i> untuk mencegah berkurangnya intensitas pendengaran. • Penambahan lampu di area yang intensitas pencahayaannya kurang, yang berkoordinasi dengan <i>Maintenance</i>. • Pengadaan kipas angin/<i>blower</i> dan ventilasi yang berfungsi untuk mengurangi suhu panas di area kerja. • Pengadaan rambu dan APD kacamata, kedok las dan <i>face shield</i> di area pengelasan maupun penggerindaan. • Update dan monitor status vaksinasi dan kasus COVID-19 karyawan Perseroan. |
| Occupational illness | <ul style="list-style-type: none"> • Noise checking, lighting, and work area temperature. • Checking work tools that emit fire/light. • Occupational health training by the company doctors to increase the knowledge about health in the work area for Company employees. • Procurement of masks, digital body temperature measuring instruments, disinfectant spraying tools and materials. • Implementation of the booster vaccination for Company employees. • Update of the internal circular letter in accordance with the latest Instruction Letter of Ministry of Home Affairs. | <ul style="list-style-type: none"> • SHE • P2K3 • Head Department • Worker/Employee | <ul style="list-style-type: none"> • Procurement of Earmuff safety sign to prevent reduced hearing intensity. • The addition of lights in areas with less lighting sensitivity, by coordinating with <i>Maintenance</i>. • Procurement of fans or blowers and ventilation that serves to reduce the heat temperature in the work area. • Procurement of signs and PPE glasses, welding cover and face shield in areas for welding and grinding. • Update and monitor the vaccination status and COVID-19 cases of the Company's employees. |

KOMUNIKASI K3 [403-4]

Komunikasi menjadi cara efektif dalam menyampaikan kebijakan, program dan pencegahan terjadinya kecelakaan. Komunikasi K3 dilakukan berjenjang dari kantor pusat hingga area operasional secara konsisten di awal atau di akhir setiap waktu kerja, sesuai kebutuhan dan melakukan *safety talk* atau pertemuan keselamatan di setiap tempat kerja.

Keberadaan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) dibentuk oleh Perseroan yang ditugaskan untuk membina, mengawasi dan mengevaluasi pelaksanaan sistem manajemen K3 maupun melakukan investigasi insiden-insiden yang terjadi.

OSH COMMUNICATION [403-4]

Communication is an effective way to convey the policies, programs and prevent accidents. The OSH communication is carried out in stages from the head office to the operational area consistently at the beginning or end of every working time, as needed and conducting the safety talks or safety meetings in each workplace.

The existence of the Occupational Safety and Health Advisory Committee (P2K3) was formed by the Company which was assigned to foster, supervise and evaluate the implementation of the OSH management system as well as investigate incidents that occur.



PROGRAM SOSIALISASI K3 TAHUN 2023

Tanggal 9 Februari 2023, Perseroan telah memberikan sosialisasi Kecelakaan dan Tindak Lanjut Pasca Kecelakaan Kerja dengan jumlah 30 orang. Sebagai tindak lanjut dari sosialisasi tersebut, maka diselenggarakan juga sosialisasi Tata Laksana Kasus Kecelakaan Kerja dan Penyakit Akibat Kerja pada tanggal 16 Maret 2023 dengan jumlah peserta sebanyak 25 orang. Kegiatan sosialisasi ini sebagai bentuk komunikasi dua (2) arah antara para atasan, P2K3 unit usaha dan juga rumah sakit rekanan ADR Group. Sosialisasi ini menjelaskan tindakan pencegahan kecelakaan di tempat kerja serta mengetahui prosedur pelaporan dan tindakan mengundang para atasan dan P2K3 unit usaha untuk membahas terkait tata cara pelaksanaannya.

Sementara itu, Perseroan juga melaksanakan Sosialisasi Surat Pengantar Berobat ke Klinik pada tanggal 24 Maret 2023, dengan jumlah peserta sebanyak 32 orang dan tanggal 13 April 2023, dengan jumlah peserta sebanyak 25 orang. Tujuan dari sosialisasi ini, yaitu agar

OSH SOCIALIZATION PROGRAM IN 2023

On February 9, 2023, the Company has provided socialization of Accidents and Post-Work Accident Follow-up with a total of 30 people. As a follow-up to the socialization, socialization of Work Accident and Occupational Disease Cases was also held on March 16, 2023 with 25 participants. This socialization activity is a form of two-way communication between superiors, P2K3 business units and also ADR Group partner hospitals. This socialization explains accident prevention measures in the workplace and knows reporting procedures and actions to invite superiors and P2K3 business units to discuss procedures for implementation.

Meanwhile, the Company also carried out the Socialization of Cover Letters for Treatment to the Clinic on March 24, 2023, with 32 participants and on April 13, 2023, with 25 participants. The purpose of this socialization is so that everyone who seeks

setiap orang yang berobat terdata dan terlapor dalam sistem administrasi di Klinik Perusahaan. Kegiatan sosialisasi ini mengundang personalia dan admin-admin produksi untuk menerapkan dan tertib administrasi dalam melakukan kunjungan berobat ke Klinik.

FASILITAS K3 [403-3, 403-6]

Tercapainya kinerja K3 yang optimal tentu didukung oleh fasilitas K3 yang mumpuni. Perseroan telah menyediakan Alat Pemadam Api Ringan (APAR), pilar *hydrant*, sistem alarm, mobil pemadam kebakaran, mobil ambulans, tangga darurat, papan petunjuk jalur evakuasi, kotak P3K dan tandu di titik-titik strategis.

Perseroan juga menyediakan fasilitas kesehatan bagi semua karyawan berupa fasilitas gelanggang olahraga (GOR), pusat kebugaran (*gym/fitness*), BPJS Kesehatan & Ketenagakerjaan, Poliklinik, dokter perusahaan dan unit mobil ambulans. Fasilitas Kesehatan terbagi menjadi:

1. Indonesia

Untuk golongan karyawan staf ke atas, Perseroan bekerja sama dengan Rumah Sakit di Indonesia dalam melakukan *medical check-up* rutin (bila diperlukan). Perseroan juga mengalokasikan anggaran untuk biaya plafon rawat jalan bagi Golongan 4, 5, 6 dan 7 dengan limit yang berbeda-beda. Khusus bagi Golongan 5 ke atas, staf akan memperoleh fasilitas asuransi kesehatan.

2. Luar Negeri

Karyawan Entitas Anak yang berada di luar Indonesia, mendapatkan fasilitas kesehatan dari *Central Provident Fund* (CPF) dan *Social Security Organization* (SOSCO) atau Pertubuhan Keselamatan Sosial (PERKESO).

treatment is recorded and reported in the administrative system at the Company Clinic. This socialization activity invites personnel and production admins to implement and orderly administration in conducting medical visits to the Clinic.

FACILITIES OF OSH [403-3, 403-6]

The achievement of optimal OSH performance is certainly supported by the qualified OSH facilities. The Company has provided Light Fire Extinguishers (APAR), hydrant pillars, alarm systems, fire engines, ambulance cars, emergency stairs, evacuation route signage, P3K boxes and stretchers at the strategic points.

The Company also provides health facilities for all employees in the form of sports center (GOR), fitness center (*gym/fitness*), BPJS Health & Employment, Polyclinic, company doctors and ambulance units. Health Facilities are divided into:

1. Indonesia

For staff employees and above, the Company collaborates with Hospitals located in Indonesia to conduct routine medical check-ups (if needed). The Company also allocates budget for outpatient ceiling costs for Groups 4, 5, 6 and 7 with different limits. Especially for Group 5 and above, staff will get health insurance facilities.

2. Overseas

Employees of subsidiaries who are outside Indonesia receive health facilities from the Central Provident Fund (CPF) and the Social Security Organization (SOSCO) or the Social Safety Organization (PERKESO).

PROGRAM KESEHATAN BAGI KARYAWAN [403-6]
Health Programs for Employees [403-6]

| KETERANGAN Description | JUMLAH PESERTA Total of Participants | | |
|--|---|-------|-------|
| | 2023 | 2022 | 2021 |
| Penyuluhan Counseling | | | |
| <i>Health Talk</i> Health Talk | 164 | 40 | 18 |
| Program Pengelolaan Penyakit Kronis (Prolanis) seperti Diabetes dan Hipertensi kerja sama dengan BPJS Kesehatan Chronic Disease Management Program (Prolanis) such as Diabetes and Hypertension in collaboration with BPJS Health | 93 | 181 | - |
| Pencegahan Precautions | | | |
| Tes Infeksi Visual Asam Asetat (IVA) Acetic Acid Visual Infection Test (IVA) | 27 | - | - |
| Vaksinasi COVID-19 ke - 1 1 st COVID-19 vaccination | - | - | 2,386 |
| Vaksinasi COVID-19 ke - 2 2 nd COVID-19 vaccination | - | - | 2,357 |
| Vaksinasi COVID-19 ke - 3 (<i>Booster</i>) 3 rd COVID-19 vaccination (<i>Booster</i>) | - | 1,508 | - |
| Pelatihan Simulasi Pemadam Kebakaran dan Banjir Fire and Flood Simulation Training | 46 | 44 | 20 |
| Pelatihan Evakuasi & Pertolongan Pertama Pada Kecelakaan (P3K) Evacuation & First Aid Training in Accidents (P3K) | 85 | 87 | 29 |
| Pelatihan Penanganan tumpahan B3 (<i>Chemical Spill</i>) B3 (<i>Chemical Spill</i>) Handling Training | 47 | 38 | 30 |
| Pengobatan Treatment | | | |
| BPJS Kesehatan dan Ketenagakerjaan BPJS Health and Employment | 4,700 | 2,420 | 2,547 |
| BPJS dan Plafon Rawat Jalan BPJS and Outpatient Ceiling | 333 | 319 | 337 |
| BPJS, Plafon Rawat Jalan & Asuransi BPJS, Outpatient Ceiling & Insurance | 231 | 278 | 249 |
| <i>Central Provident Fund (CPF) dan Social Security Organization (SOSCO)</i> Central Provident Fund (CPF) and Social Security Organization (SOSCO) | 420 | 370 | 356 |

Catatan | Notes :

Tes Infeksi Visual Asam Asetat (IVA) sifatnya *incidental*/tidak rutin dan merupakan program kerja sama antara Klinik Perseroan, Puskesmas dan Kelurahan Curug di Tangerang.

The Acetic Acid Visual Infection Test (IVA) is *incidental*/not routine and a collaborative program between the Company's Clinic, Puskesmas and Curug Village in Tangerang.

PELAKSANAAN KEGIATAN DONOR DARAH

Salah satu bentuk kegiatan rutin yang dilakukan oleh Perseroan, yaitu dengan mengajak seluruh karyawan secara sukarela mendonorkan darah dan untuk menjalankan hidup yang lebih sehat. Kegiatan donor darah ini bekerja sama dengan Palang Merah Indonesia (PMI) Kabupaten Tangerang. Tujuan dari bentuk kegiatan ini, yaitu untuk menjaga kesehatan karyawan dan mewujudkan sikap peduli dalam membantu sesama (menyelamatkan nyawa orang). Kegiatan ini telah dilaksanakan sebanyak 2 kali, yakni pada tanggal 23 Mei 2023 dan 27 September 2023 dengan total pendonor sebanyak 163 orang. Selain itu Petugas PMI juga memberikan piagam penghargaan kepada karyawan dengan kategori donor yang sudah mencapai 10 kali, 25 kali dan 75 kali mendonorkan darahnya secara sukarela untuk kepentingan kemanusiaan.

PELATIHAN K3 [403-5]

Perseroan secara konsisten menyelenggarakan kegiatan pelatihan untuk meningkatkan kesadaran dan kapasitas setiap karyawan pada aspek K3.

IMPLEMENTATION OF BLOOD DONATION ACTIVITIES

One form of routine activities carried out by the Company is by inviting all employees to voluntarily donate blood and to live a healthier life. This blood donation activity is in collaboration with the Indonesian Red Cross (PMI) Tangerang Regency. The purpose of this form of activity is to maintain the health of employees and realize a caring attitude in helping others (saving people's lives). This activity has been carried out 2 times, i.e. on May 23, 2023 and September 27, 2023 with a total of 163 donors. In addition, PMI officers also gave award certificates to employees with donor categories who had reached 10 times, 25 times and 75 times donated blood voluntarily for the humanitarian purposes.

OSH TRAINING [403-5]

The Company consistently organizes training activities to increase the awareness and capacity of each employee in the OSH aspect.

PELATIHAN K3 UNTUK KARYAWAN DAN PEKERJA LAINNYA

OSH Training for Employees and Other Workers

| PELATIHAN Trainings | TANGGAL PELAKSANAAN Implementation Date | JUMLAH PESERTA Number of Participants |
|--|--|--|
| Pelatihan Tanggap Darurat Emergency Response Training | | |
| Pelatihan Tanggap Darurat Damkar dan Banjir Fire and Flood Emergency Response Training | | 46 orang person |
| Pelatihan Tanggap Darurat P3K dan Evakuasi P3K Emergency Response and Evacuation Training | Jul - Nov 2023 | 85 orang person |
| Pelatihan Tanggap Darurat Tumpahan B3 B3 Spill Emergency Response Training | | 47 orang person |
| Pelatihan Damkar <i>Security</i> Firefighting <i>Security</i> Training | | 42 orang person |
| Pelatihan Penilaian Risiko di Area Kerja Risk Assessment Training in the Work Area | Okt 2023 Oct 2023 | 22 orang person |
| Simulasi Tanggap Darurat Emergency Response Simulation | Jun - Nov 2023 | Seluruh Karyawan Unit Usaha Terlibat All Business Unit Employees Involved |
| Pelatihan Damkar (Tim Keamanan) Firefighting Training (Security Team) | Jul - Nov 2023 | 42 orang person |

KINERJA K3

K3 menjadi salah satu *Key Performance Indicator* pada penilaian kinerja dalam lingkungan Perseroan. Sepanjang tahun 2023, tidak terdapat insiden *fatality* yang terjadi di lingkungan Perseroan.

OSH PERFORMANCE

OSH is one of the Key Performance Indicators in performance appraisal within the Company. Throughout 2023, there will be no fatality incidents occurring within the Company.

STATISTIK KINERJA K3 [403-9]
OSH Performance Statistics [403-9]

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|--|---|---|-----------|-----------|
| Statistik Kecelakaan: Accident Statistics: | | | | |
| • Incident Rate (IR) ^{*)} Incident Rate (IR) ^{*)} | Per 000,000 jam kerja Per 000.000 hours worked | 3.08 | 2.93 | 2.73 |
| • Frequency Rate (FR) Frequency Rate (FR) | | 15.44 | 14.68 | 13.37 |
| • Jumlah Jam Kerja Total of Working Hours | Jam kerja orang People's working hours | 6,023,505 | 6,470,282 | 6,954,361 |
| Kriteria Insiden: Incident Criteria: | | | | |
| • Ringan Minor | Kasus Cases | 93 | 95 | 93 |
| • Berat Serious | | - | - | 2 |
| • Fatality Fatality | | - | - | - |
| • Lost Time Injury Lost Time Injury | | Per 000,000 jam kerja Per 000.000 hours worked | 33.83 | 14.43 |

Catatan | Notes :

*) Data tahun 2021 dan 2022 dinyatakan kembali.

*) The 2021 and 2022 data were restated.

Perhitungan pada Jumlah Jam Kerja adalah total dari jam kerja secara keseluruhan tanpa dikurangi total jam kerja hilang (karena cuti, alpa, izin dan sakit).
The calculation on Total Hours Worked is the total of hours worked as a whole without deducting the total hours worked lost (due to leave, absence, permission and sickness).

PEMBERDAYAAN MASYARAKAT

Perseroan telah membuka kesempatan bagi masyarakat untuk ikut berkontribusi menjadi bagian dalam kemajuan kegiatan bisnis. Perseroan berupaya untuk memberikan nilai tambah bagi masyarakat sehingga mampu meningkatkan kesejahteraan.

Di samping itu, Perseroan telah mengidentifikasi peran yang tepat melalui program dan kegiatan *Corporate Social Responsibility* (CSR). Pada tahun 2023, Perseroan telah merealisasikan dana kegiatan sosial dan kemasyarakatan sebesar Rp 405,26 juta. Selain itu, Perseroan juga telah menjalin kerja sama dengan BBPVP (Balai Besar Pelatihan Vokasi dan Produktivitas) yang berlokasi di Serang, Banten untuk melaksanakan program pelatihan *Welding* yang pesertanya adalah para pencari kerja dari warga sekitar di lingkungan pabrik, yang kemudian setelah mereka lulus pelatihan, maka akan langsung diserap atau dipekerjakan oleh Perseroan.

Melalui pelaksanaan program pemberdayaan masyarakat ini, Perseroan yakin dapat memberikan dampak langsung maupun tidak langsung terhadap kesejahteraan masyarakat sekitar lingkungan pabrik maupun masyarakat secara luas.

COMMUNITY EMPOWERMENT

The Company has opened opportunities for the public to contribute to the advancement of business activities. The Company strives to provide added value to the community so as to improve welfare.

In addition, the Company has identified the right role through Corporate Social Responsibility (CSR) programs and activities. In 2023, the Company has realized social and community activity funds of Idr 405.26 million. In addition, the Company has also collaborated with BBPVP (Center for Vocational and Productivity Training) located in Serang, Banten to carry out a Welding training program whose participants are job seekers from local residents in the factory environment, who then after they pass the training, they will be immediately absorbed or employed by the Company.

Through the implementation of this community empowerment program, the Company believes that it can have a direct or indirect impact on the welfare of the community around the factory environment and the community at large.



PROGRAM PENGEMBANGAN MASYARAKAT TAHUN 2023
Community Development Program 2023



Pendidikan

Renovasi ruang serba guna dan pembuatan sarana toilet untuk pondok pesantren Desa Babakan, Tenjo di daerah pinggiran Bogor.

Education

Renovation of the function room and the creation of toilet facilities for an Islamic boarding school in Babakan Village, Tenjo in the outskirts of Bogor.



Sosial

- Bantuan perbaikan bangunan, sarana toilet dan pemasangan interior Makodim di Komplek Pemda Tigaraksa, Tangerang, Banten.
- Acara buka puasa bersama dan santunan anak yatim di Kelurahan Kadu Jaya, Curug, Tangerang.
- Bantuan pemberian mesin fogging untuk masyarakat sekitar di Desa Kadu dan Desa Kadu Jaya, Curug, Tangerang.
- Program bantuan perlindungan jaminan sosial pekerja informal rentan terhadap risiko sosial ekonomi Indonesia di Kabupaten Tangerang.
- Penyerahan dan instalasi Air Conditioner (AC) untuk Kantor Polsek Curug, Tangerang, Banten.
- Instalasi air bersih dan penerangan jalan dengan menggunakan lampu panel surya di Kampung Cipunglu, Desa Maraya, Lebak, Banten.

Social

- Donation for the building repair, toilet facilities and interior installation of Military District Command Headquarters in Tigaraksa Regional Government Complex, Tangerang, Banten.
- Iftar and donation for orphans at Kadu Jaya Village, Curug, Tangerang.
- Donation of providing fogging machines for the surrounding community in Kadu Village and Kadu Jaya Village, Curug, Tangerang.
- Donation program of the social security protection for informal workers is vulnerable to Indonesia's socioeconomic risks in Tangerang Regency.
- Donation and installation of Air Conditioner (AC) for Curug Police Station, Tangerang, Banten.
- Installation of clean water and street lighting using solar cell panel in Cipunglu Village, Maraya, Lebak, Banten.



Keagamaan

- Bantuan Hewan Kurban pada Perayaan Idul Adha.
- Donasi untuk Acara Natal di Gereja Pantekosta Beth Eden, Jakarta Pusat.

Religion

- Cattle donation during the Eid al Adha Festivities.
- Donation for a Christmas Event at Beth Eden Pentecostal Church, Central Jakarta.

MEKANISME PENGADUAN MASYARAKAT

Perseroan memandang baik terhadap kritik, saran dan keluhan yang disampaikan oleh masyarakat. Hal ini untuk mewujudkan hubungan yang harmonis dan saling mendukung kelangsungan kegiatan operasional perusahaan. Oleh karena itu, Perseroan telah menunjuk Penanggung Jawab (PIC) di Hubungan Industrial untuk menjadi wadah komunikasi antara masyarakat dengan Perseroan. Hingga akhir tahun 2023, tidak terdapat pengaduan dari masyarakat, termasuk pengaduan terkait lingkungan.

COMMUNITY COMPLAINT MECHANISM

The Company takes a good view of criticisms, suggestions and complaints submitted by the public. This is to realize a harmonious relationship and mutually support the continuity of the company's operational activities. Therefore, the Company has appointed a Person in Charge (PIC) in Industrial Relations to be a forum for communication between the public and the Company. Until the end of 2023, there were no complaints from the public, including complaints related to the environment.

STATISTIK PENGADUAN Complaint Statistics

| KETERANGAN Description | SATUAN Unit | 2023 | 2022 | 2021 |
|---|----------------|------|------|------|
| Jumlah Pengaduan Total of Complaints | | 0 | 0 | 0 |
| Terselesaikan Resolved | Kasus Cases | 0 | 0 | 0 |
| Sedang Berjalan On Going | | 0 | 0 | 0 |
| Persentase perselisihan diselesaikan Percentage of disputes resolved | % | 0 | 0 | 0 |



05

TANGGUNG JAWAB PRODUK DAN/ATAU JASA

PRODUCT AND/OR SERVICE RESPONSIBILITY



108 TANGGUNG JAWAB PRODUK DAN/ATAU JASA

PRODUCT AND/OR SERVICE
RESPONSIBILITY

109 Inovasi dan Pengembangan Produk

Product Innovation and Development

111 Evaluasi Keamanan Produk

Product Safety Evaluation

112 Keamanan Distribusi

Distribution Security

113 Informasi Produk

Product Information

113 Perlindungan Data Pelanggan

Customer Data Protection

114 Survei Kepuasan Pelanggan

Customer Satisfaction Survey

05

TANGGUNG JAWAB PRODUK DAN/ATAU JASA

PRODUCT AND/OR SERVICE RESPONSIBILITY

Pelanggan mengambil peran penting dalam pertumbuhan dan keberlanjutan bisnis Perseroan. Perseroan berkomitmen menyediakan produk terbaik dengan tetap menjaga kualitas, kesinambungan pasokan dan ketepatan pengiriman untuk memenuhi ekspektasi pelanggan. Dalam implementasinya, Perseroan memastikan produk yang dijual telah sesuai dengan standar internasional dan standar industri komponen otomotif, yakni IATF 16949:2016.

Perseroan berkomitmen untuk tetap menjaga kualitas produk dengan memperhatikan keberlangsungan proses produksi dan operasional yang lebih ramah lingkungan, serta meningkatkan kesadaran dalam menggunakan Sistem Manajemen Mutu sebagai alat manajemen yang mendasarinya.

Pemeriksaan berkala secara internal dan eksternal akan membantu Perseroan dalam meningkatkan proses yang akan menghasilkan produk dengan kualitas yang lebih baik, pengiriman yang lebih baik, biaya dengan harga yang lebih ekonomis dan layanan yang lebih baik kepada setiap pelanggan.

Customers play an important role in the growth and sustainability of the Company's business. The Company is committed to providing the best products while maintaining quality, continuity of supply and delivery accuracy to meet customer expectations. In its implementation, the Company ensures that the products sold are in accordance with the international standards and automotive component industry standards, i.e. IATF 16949:2016.

The Company is committed to maintaining product quality by paying attention to the sustainability of production and operational processes that are more environmentally friendly, as well as increasing awareness in using the Quality Management System as an underlying management tool.

Periodic inspections internally and externally will assist the Company in improving processes that will result in better quality products, better delivery, costs at more economical prices and better service to each customer.

INOVASI DAN PENGEMBANGAN PRODUK

Perseroan akan selalu mengembangkan dan menciptakan produk yang berkualitas dan efisien dalam proses produksinya. Salah satu bentuk inovasi yang dilakukan dalam proses produksi, yaitu dengan melakukan otomatisasi alat-alat produksi. Selain itu, adanya penerapan *electronic data interchange* yang dapat memudahkan pengiriman produk secara daring kepada pelanggan di luar negeri.

Selama tahun 2023, Perseroan telah melakukan inovasi dan pengembangan produk melalui:

- Pengembangan Digitalisasi untuk mengurangi penggunaan kertas (*paperless*), contohnya: *checklist daily maintenance digital*, *e-brochure* dan *e-katalog*.
- Pengurangan penggunaan bungkus plastik pada produk akhir.
- Pengembangan produk HVAC dan air purifier sebagai lini bisnis baru, sebagai komitmen untuk turut serta dalam menyediakan produk purifikasi/proses pemurnian udara di dalam ruangan.
- Penggunaan kembali plastik daur ulang dalam campuran produk (pemakaian bahan baku produk yang dapat didaur ulang).
- Mengembangkan *prototype design* produk yang ramah lingkungan (*ecofriendly*).
- Merubah jenis *adhesive* yang lebih ramah lingkungan untuk mengurangi penggunaan energi gas (*oven*).
- Penggantian proses *oven* dari *heater* menjadi *oven gas*.
- Mengubah desain penggunaan proses las menjadi proses *pressed* dan memperluas penggunaan desain *Spiral Expander*.

PRODUCT INNOVATION AND DEVELOPMENT

The Company will always develop and create quality and efficient products in its production process. One form of innovation carried out in the production process, i.e. by automating the production tools. In addition, the application of *electronic data interchange* can facilitate online product delivery to the customers abroad.

During 2023, the Company has innovated and developed products through:

- Development of Digitalization to reduce the use of paper (*paperless*), for example: *checklist daily maintenance digital*, *e-brochure* and *e-catalog*.
- Reduced use of plastic wrap in the final product.
- Development of HVAC and air purifier products as a new business line, as a commitment to participate in providing the purification products/air purification processes in the room.
- Reuse of recycled plastics in product mixes (use of recyclable product raw materials).
- Develop the ecofriendly product design prototypes.
- Change the type of adhesive that is more environmentally friendly to reduce the use of gas energy (*oven*).
- Replacement of the oven process from a heater to a gas oven.
- Changing the design of the use of the welding process to the pressed process and expanding the use of the *Spiral Expander* design.

Selama tahun 2023, Perseroan sudah menjual sebanyak 10.963 *part number* untuk produk filter.

Dari *part number* atas produk filter yang dijual tersebut, bahwa ±5.969 *part number* atau ±54% *part number* sudah tidak menggunakan pembungkus plastik produk dan ±4.994 *part number* masih menggunakan pembungkus plastik produk (*wrapping* atau *dust cover*).

Hingga saat ini, Perseroan telah berupaya dalam melakukan penghematan dan/atau pengurangan pembungkus plastik produk dalam proses pengemasannya.

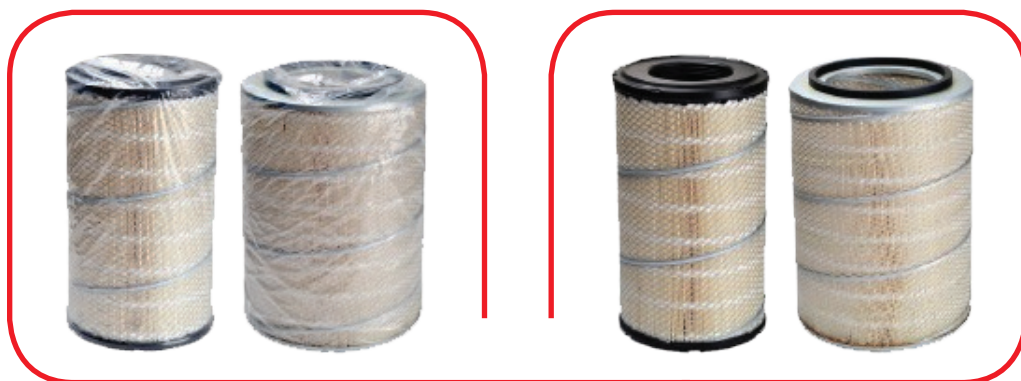
During 2023, the Company has sold 10,963 part numbers for filter products.

From the part number of the filter product sold, that ±5,969 part numbers or ±54% of part numbers no longer use product plastic wrapping and ±4,994 part numbers still use product plastic wrapping (dust cover).

Until now, the Company has made efforts to save and/or reduce product plastic wrapping in its packaging process.

| DENGAN PLASTIK With Plastic | TANPA PLASTIK Without Plastic |
|--|--|
| 1 Filter kabin Cabin Filter | 1 Penyaring udara Air Filter |
| 2 Saringan bahan bakar Fuel Filter | 2 Saringan minyak Oil Filter |
| 3 Filter Hidraulik Hydraulic Filter | 3 Filter Gas Tiup Blow By Gas Filter |
| 4 Pemisah Air Bahan Bakar Fuel Water Separator | |

PENYARING UDARA
Air Filter



Sebelum
Before

Sesudah
After

EVALUASI KEAMANAN PRODUK

Perseroan telah melakukan evaluasi keamanan produk dari proses *substance of concern* terhadap produk electro plating, REACH Agreement dan International Material Data System (IMDS), untuk memantau adanya substansi berbahaya pada produk ketika ekspor, hingga proses audit produk. Selain itu, untuk keamanan rantai pasok produk Perseroan telah tersertifikasi oleh Authorized Economic Operator (AEO) dari Kementerian Keuangan Republik Indonesia Direktorat Jendral Bea dan Cukai (DJBC).

Fungsi *Quality Control* memegang peranan penting untuk memastikan produk akhir tidak mengalami kecacatan maupun kerusakan, serta menguji ketahanan produk filter secara berkala. Perseroan juga memastikan bahwa produk telah dikemas dengan kondisi aman, sehingga dapat didistribusi ke pelanggan. Produk Perseroan berupa filter oli, filter bahan bakar, filter udara dan filter kabin sudah sesuai dengan Standar Nasional Indonesia (SNI). SNI untuk 4 jenis filter tersebut diajukan oleh Perseroan dan telah diterima oleh Badan Sertifikasi Nasional (BSN). Selain itu, Perseroan juga telah mencantumkan logo *recycle* pada kemasan produk yang menyatakan bahwa kemasan tersebut dapat didaur ulang. Hingga akhir tahun 2023, tidak ada produk yang ditarik kembali atau ditahan oleh pihak berwenang.

PRODUCT SAFETY EVALUATION

The Company has conducted product safety evaluations from the substance of concern process for electro plating products, REACH Agreement and International Material Data System (IMDS), to monitor the presence of hazardous substances in products when exporting, to the product audit process. In addition, for supply chain security, the Company's products have been certified by the Authorized Economic Operator (AEO) of the Ministry of Finance of the Republic of Indonesia, Directorate General of Customs and Excise (DJBC).

The Quality Control function plays an important role in ensuring that the final product does not experience defects or damage, and tests the durability of filter products regularly. The Company also ensures that products have been packaged in safe conditions, so that they can be distributed to customers. The Company's products in the form of oil filters, fuel filters, air filters and cabin filters are in accordance with the Indonesian National Standard (SNI). SNI for the 4 types of filters was submitted by the Company and has been accepted by the National Certification Board (BSN). In addition, the Company has also included a recycle logo on product packaging stating that the packaging can be recycled. By the end of 2023, no products have been recalled or detained by authorities.

KEAMANAN DISTRIBUSI

Dalam mendistribusikan produknya, Perseroan senantiasa mengutamakan keamanan jalur distribusi produk mulai dari pabrik hingga ke tangan pelanggan. Sebagian besar distribusi produk Perseroan, baik di dalam negeri maupun luar negeri dilakukan oleh pihak ketiga yang merupakan distributor produk Perseroan dan melalui entitas anak yang ditunjuk untuk mendistribusikan produk Perseroan di dalam negeri.

Setiap distributor telah diberikan pengarahan mengenai perlindungan K3, kesadaran HAM dan pengelolaan risiko lingkungan seperti uji emisi dan kelayakan jalan. Perseroan telah memetakan risiko pada proses distribusi yang mencakup antara lain:

DISTRIBUTION SECURITY

In distributing its products, the Company always prioritizes the security of product distribution channels starting from the factory to the hands of customers. Most of the distribution of the Company's products, both domestic and overseas, is carried out by the third parties who are distributors of the Company's products and through the subsidiaries appointed to distribute the Company's products in domestic.

Each distributor has been briefed on the OSH protection, human rights awareness and environmental risk management such as emission and roadworthiness tests. The Company has mapped the risks in the distribution process which include, among others:

MANAJEMEN RISIKO PADA DISTRIBUSI^{*)}

Risk Management in Distribution^{*)}

| RISIKO TERIDENTIFIKASI Identified risks | PENCEGAHAN ATAU PENYELESAIAN MASALAH Prevention or troubleshooting |
|--|---|
| Ketergantungan dalam hubungan Perseroan dengan distributor atau pelanggan Dependence in the Company's relationship with the distributors or customers | Adanya perjanjian kerja sama penjualan dan hubungan jangka panjang yang baik terhadap distributor atau pelanggan. The existence of a sales cooperation agreement and a good long-term relationship with distributors or customers. |
| Perubahan peraturan pemerintah Changes in the government regulations | Pendekatan kepada pemerintah melalui asosiasi dan mempersiapkan diri untuk menyesuaikan rencana dan strategi dalam menghadapi perubahan peraturan-peraturan kebijakan pemerintah. Approach to the government through associations and prepare to adjust plans and strategies in the face of changes in government policy regulations. |
| Pencemaran lingkungan Environmental pollution | Mengelola limbah produksi dan kemungkinan kebocoran/tumpahan saat distribusi sesuai ketentuan lingkungan yang berlaku. Manage production waste and possible leaks/spills during distribution in accordance with applicable environmental regulations. |
| Keamanan dan keselamatan dalam distribusi Security and safety in the distribution | Menetapkan Standar Operasional Prosedur (SOP) untuk menjamin keselamatan dan keamanan sumber daya dan produk selama proses distribusi, serta melindungi produk melalui <i>product liability insurance</i> . Establish Standard Operating Procedure (SOP) to ensure the safety and security of resources and products during the distribution process, as well as protect products through product liability insurance. |

Catatan | Notes :

*) Penjelasan lebih lengkap mengenai manajemen risiko dalam bisnis dapat dilihat pada Laporan Tahunan PT Selamat Sempurna Tbk 2023 yang disajikan terpisah dari laporan ini.

*) More complete explanation of risk management in the business can be seen in the Annual Report of PT Selamat Sempurna Tbk 2023 which is presented separately from this report.

Perseroan telah mengimplementasikan *Enterprise Resource Planning* (ERP) pada sistem manajemen persediaan sebagai upaya mitigasi risiko yang timbul. Disamping itu, Perseroan juga menggunakan program *System Applications and Products in Data Processing* (SAP) sehingga memungkinkan setiap penanggung jawab melihat ketersediaan barang di gudang, jumlah barang masuk atau keluar, serta kapasitas gudang secara *real time*. Sepanjang tahun 2023, tidak terjadi tumpahan, kecelakaan, ataupun insiden lain yang menyebabkan kerusakan lingkungan selama proses distribusi Perseroan.

INFORMASI PRODUK

Perseroan memahami pentingnya pelanggan untuk dapat memahami informasi lengkap mengenai produk Perseroan. Oleh karenanya, Perseroan berkomitmen untuk memberikan kelengkapan informasi produk, cara penggunaan produk yang aman dan pembuangan produk dalam setiap pelabelan. Selain itu, Perseroan secara berkala memberikan peringatan (*alert*) kepada seluruh distributor Perseroan untuk dapat disampaikan kepada para konsumennya mengenai ciri-ciri produk yang asli pada merek dagang "SAKURA" dan "ADR Radiator".

PERLINDUNGAN DATA PELANGGAN

Perseroan berkomitmen untuk menjaga kerahasiaan terhadap privasi dan data pelanggan secara ketat. Perseroan tidak pernah menggunakan data pelanggan untuk kepentingan lain di luar semestinya. Hingga akhir tahun 2023, tidak ada pengaduan terkait penyalahgunaan data pelanggan.

The Company has implemented Enterprise Resource Planning (ERP) in the inventory management system as an effort to mitigate risks that arise. In addition, the Company also uses the System Applications and Products in Data Processing (SAP) program to allow each person in charge to see the availability of goods in the warehouse, the number of incoming or outgoing goods, and warehouse capacity in real time. Throughout 2023, there will be no spills, accidents, or other incidents that cause environmental damage during the Company's distribution process.

PRODUCT INFORMATION

The Company understands the importance of customers to be able to understand complete information about the Company's products. Therefore, the Company is committed to providing complete product information, how to use products safely and product disposal in every labeling. In addition, the Company periodically provides alerts to all distributors of the Company to be conveyed to its consumers regarding the characteristics of genuine products in the trademarks "SAKURA" and "ADR Radiator".

CUSTOMER DATA PROTECTION

The Company is committed to maintaining strict confidentiality of customer privacy and data. The Company never uses the customer data for other purposes beyond its due. Until the end of 2023, there will be no complaints related to misuse of customer data.

SURVEI KEPUASAN PELANGGAN

Perseroan telah melakukan survei kepuasan pelanggan untuk mengukur dan mengevaluasi layanan kebutuhan pelanggan maupun produk yang disediakan. Perseroan berkomitmen memberikan produk yang berkualitas untuk pelanggan yang ada di dalam negeri dan di luar negeri. Oleh karena itu, Perseroan secara rutin melakukan survei kepuasan pelanggan setiap tahun yang dilakukan oleh PIC Pemasaran Lokal dan Ekspor. Hasil survei kepuasan pelanggan di tahun 2023 menunjukkan hasil yang baik.

CUSTOMER SATISFACTION SURVEY

The Company has conducted the customer satisfaction surveys to measure and evaluate customer service needs and products provided. The Company is committed to providing quality products for customers in domestic and overseas. Therefore, the Company routinely conducts the customer satisfaction surveys every year conducted by the Local and Export Marketing PICs. The results of the customer satisfaction survey in 2023 show the good results.

HASIL SURVEI KEPUASAN PELANGGAN Customer Satisfaction Survey Results

| PELANGGAN Customer | SATUAN Unit | 2023 | 2022 | 2021 |
|--|------------------------|------|------|------|
| Ekspor Filter Export Filter | Nilai Value | 4.01 | 4.09 | 4.34 |
| | Pelanggan Customers | 25 | 36 | 37 |
| Ekspor Radiator *) Export Radiators *) | Nilai Value | 4.31 | 4.54 | 4.56 |
| | Pelanggan Customers | 11 | 12 | 11 |
| Original Equipment (OE) Lokal Original Equipment (OE) Local | Nilai Value | N/A | 4.90 | 4.75 |
| | Pelanggan Customers | N/A | 13 | 14 |

Catatan | Notes :

*) Data tahun 2021 dan 2022 dinyatakan kembali.

*) The 2021 and 2022 data were restated.

N/A : Not Available

Keterangan Skor Hasil Survei :

Survey Result Score Description :

1. Sangat Kurang
Poor
2. Cukup
Fair
3. Rata-Rata
Average
4. Baik
Good
5. Sangat Baik
Excellent



06

INFORMASI PENDUKUNG SUPPORTING INFORMATION



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SEOJK No. 16/SEOJK.04/2021**
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INDEKS ISI STANDAR GRI

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PT Selamat Sempurna Tbk has reported the information cited in the GRI content index for the period 1st January to 31st December 2023 with reference to GRI Standards.

GRI 1 yang digunakan
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FEEDBACK FORM

Laporan Keberlanjutan 2023 PT Selamat Sempurna Tbk memberikan gambaran kinerja keuangan dan keberlanjutan. Kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara sekalian melalui surel atau formulir ini.

The 2023 Sustainability Report of PT Selamat Sempurna Tbk provides an overview of financial performance and sustainability. We look forward to feedback, criticisms and suggestions from you via email or this form.

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