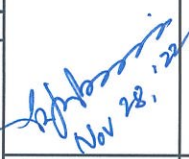
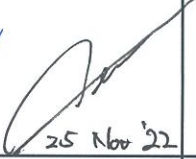
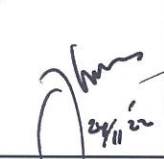
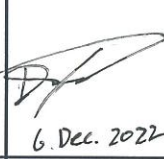
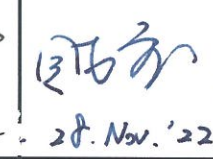
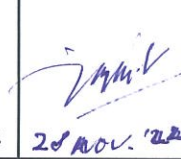




BOD Circulation Letter

Date:	22/11/2022					
No:						
Expected: ***						
	 Nov 28, '22	 25 Nov '22	 24/11/22	 6 Dec. 2022	 28 Nov. '22	 28 Nov. '22
	Dwi Swasono	Teru Karahashi	Yohendri	Dai Tamura	Yasumasa Zaizen	Djonggi Gultom
	Sales Director	Product Support Director	Finance Director	Business Development Director	Operational Director	President Director
Subject:	Proposal: Hexindo Sustainability Guidance consists of Action Plan of Sustainable Finance (RAKB)					

Dear Board Member,

In compliance with the Regulation of Indonesia Financial Services Authority (OJK) No.51/POJK.03/2017 re. Sustainability Report for Financial Service Institutions, Issuers and Public Companies, we would like to propose the Hexindo Sustainability Guidance consists of **Action Plan for Sustainable Finance (Rancangan Aksi Keuangan Berkelanjutan / RAKB) as the corporate guidance of sustainability activity.**

Hexindo has several policies related to Environmental, Social and Governance (ESG) aspects in line with the practice of sustainable finance. Refer to HCM Group policies, Hexindo also organized the sustainable business activities and set 8 priority goals of SDG to particularly focus upon.

Periodically, Hexindo committed to evaluates its business strategy to align with market dynamics and take consistent and integrated strategic initiatives to manage risks and opportunities appropriately.

HEXINDO SUSTAINABILITY STRATEGIES:

- * Prioritizing safety, environment, and compliance in every company's business process
- * Providing reliable solution to customers through after sales service
- * Improving sales opportunity by providing a wide range of products
- * Improving employee understanding of the corporate culture through ONE HEXINDO concept

Furthermore, the Action Plan for Sustainable Finance (RAKB) document will be uploaded to Hexindo website referred to mentioned POJK for informaton disclosure purpose.

GUIDANCE: HEXINDO SUSTAINABILITY

PROLOGUE:

A midst of an increasingly competitive industry, PT Hexindo Adiperkasa Tbk continue to strengthen the commitment to sustainability. We focus on managing sustainability on the economic, environmental, and social aspects by continuously innovating to provide quality products and services, improving efficiency in all lines, preserving the environment, and empowering the surrounding communities to jointly achieve a brighter future.

PT Hexindo Adiperkasa Tbk has set a vision to become a world-class company in the heavy equipment industry in Indonesia with the best service quality for the satisfaction of all interested parties. Periodically, Hexindo evaluates its business strategy to align with market dynamics, take consistent and integrated.

We describe our above vision in **BUSINESS SUSTAINABILITY STRATEGIES** as follows:

- Prioritizing safety, environment, and compliance in every company's business process
- Providing reliable solution to customers through after sales service
- Improving sales opportunity by providing a wide range of products
- Improving employee understanding of the corporate culture through ONE HEXINDO concept

TOP MANAGEMENT MESSAGES

Mr. Djonggi TP Gultom

President Director PT Hexindo Adiperkasa Tbk

A company can last over time if we able to build and maintain sustainable relationship with all stakeholders. Hence, Hexindo should develop over time by taking into consideration the economic, social, and environmental dimensions in our business process and performance. That corporate value enhance process will meet our stakeholder expectation.

Sustainability also referred to capability of corporation to last in time. Then Hexindo will always put more concern to compliance as sustainability implementation based on government laws, environmental regulation, legal standards and so on. Compliance also



becomes an opportunity for innovation and induce us to experiment with sustainable technologies and business operational.

Furthermore, sustainability is concern of present action that impact to ecosystem, societies and environments of the future that should be reflected in Hexindo strategic plan. By implementing sustainability strategy, we will achieve competitive advantage, maintain our reputation and legitimacy as well as cost reduction that leading to better finance performance.

Mr. Yasumasa Zaizen

Director PT Hexindo Adiperkasa Tbk

Sustainability means we meet the needs of present without compromising the ability of future generations to meet their needs. In the past few years, customer awareness and social environment are rapidly changing, namely environment protection, social contribution, and corporate governance. Accordingly, Hexindo expand its business line-up to meet customer's need and act towards 'Sustainable Development Goals' through heavy machinery supply and service innovation.

Hexindo believe that our customers are driven by more than just a price. They're also looking for products and services that align with their own values and needs. Hexindo will always do sustainability practices together that make a positive impact on our corporate image and reputation that could lead to sales improvement and customer loyalty as well as galvanizing community relation who share the same values.

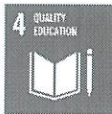
Moreover, sustainability become major issue due to limited resources availability, increasing demands of goods, energy, and materials as well as rise of scarce resources cost. Sustainability can be achieved through optimization of the use of resources while retaining quality of products and services and managing efficiently all operational processes and information.

SUSTAINABILITY INITIATIVES

PT Hexindo Adiperkasa Tbk committed to always consider the business impact on the environment, the communities, and all relevant stakeholders. Hexindo strive to implement sustainability initiatives that aim to contribute as much as possible to the environment, the communities, and the economy for the future of all stakeholders.

Hexindo proactively support the achievement of Sustainable Development Goals (SDG) by identified several initiatives related to Hexindo core business & CSR programs, also set 8 (eight) SDG Goals to particularly focus upon.

A. Global Goals Related: Quality Education



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

Supporting Target: Equal access for all women and men to affordable and quality technical, vocational, and tertiary education

- Organize sustainable competence development program to enhance employee capacity (Managerial training, technical and nontechnical training, selling skills)
- Provide Standardized Training Needs Analysis (TNA)
- Provide Hexindo Academy Learning Management System (LMS) application which provides online learning modules to be accessed by all employees
- Transfer Knowledge between local employees and expatriates
- Number of Hexindo employee who get a chance to follow global leader education (minimum 5% of the number of Managers)

Supporting Target: Build and upgrade education facilities that are child, disability, and gender sensitive and provide safe, non-violent, inclusive, and effective learning environments for all

- Annual CSR Event that consists of Book Donation and 'Kelas Inspirasi' (Class of Inspiration) in branch and projects that includes Deliver Inspirational Sharing Session from Directors to elementary students, Distribute basketball & rings for schools
- Provide Mental Health Seminar for teachers on CSR activities
- Partnering with Gajah Mada University on Vocational of Mechanical Engineering that includes Instructors for students, Chance for training advance, Spare parts supply, linternship opportunity

B. Global Goals Related: Gender Equality



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Supporting Target: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

- Rate of female managers with target 5% improved

C. Global Goals Related: Clean Water and Sanitation**ENSURE AVAILABILITY AND SUSTAINABLE
MANAGEMENT OF WATER AND SANITATION FOR ALL**

Supporting Target: Support and strengthen the participation of local communities in improving water and sanitation management

- Build a sanitation and clean water facility for the post disaster societies. Most of them are underprivileged communities and have difficulty accessing clean and proper water for daily life.

D. Global Goals Related: Affordable and Clean Energy**ENSURE ACCESS TO AFFORDABLE, RELIABLE,
SUSTAINABLE AND MODERN ENERGY FOR ALL**

Supporting Target: Expand infrastructure and upgrade technology for supplying modern and sustainable energy services

- Carbon emissions reduction from efficiency of electrical usage

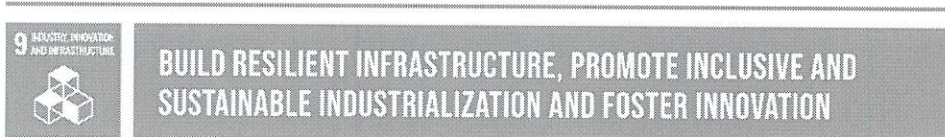
E. Global Goals Related: Decent Work and Economic Growth**PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH,
FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL**

Supporting Target: Achieve full and productive employment and decent work for all women and men

- Setup fair procurement system 'Vendor Data Update Program'
- Annually arrange compliance campaigns such as: Competition Law & Anti-Bribery, Socialization of Hitachi Global Compliance Program, and Enlightenment for compliance program of Anti-Fraud Insight & Whistleblowing System.
- Annually arrange socialization of Code of Conduct, Compliance/Legal Insight
- Risk Management and Compliance Committee is collaborating to improve business process, updating regulations, and giving a recommendation to respective business owners.

Supporting Target: Protect labor rights and promote safe and secure working environments for all workers

- Annually arrange safety campaigns to reduce number of accidents (injury and non-injury -inc. property damage & car accidents)
- Annually arrange Survey of Mental Health and Health campaigns
- Committed to Human Right Aspects through Code of Conduct and Collective Labor Agreement
- Develop IT Securities Procedures & Systems and utilize Multi Factor Authentication for Office 365

F. Global Goals Related: Industry, Innovation, and Infrastructure

Supporting Target: Significantly increase access to information and communications technology

- Promote Consite utilization more aggressively with more valuable program introduction.

G. Global Goals Related: Responsible Consumption and Production

Supporting Target: Substantially reduce waste generation through prevention, reduction, recycling, and reuse

- Promote used machines business with differential program that competitors had done. Established business scheme and internal rule as planned.
- Continuously promote remanufacturing program.
- Promote remanufacturing program especially for engine Cummins to non-FMC (Full Maintenance Contract) customers.

Supporting Target: Ensure that people have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

- Develop national standardization of service quality through corporate culture training such as Kenkijin Spirit training, One Hexindo socialization as well as service quality survey for CSS & CSF

H. Global Goals Related: Partnership for the Goals

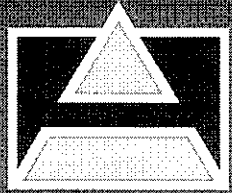


**STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE
THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT**

Supporting Target: Encourage and promote effective public, public-private and civil society partnerships

- Partnering with Palang Merah Indonesia to conduct annual blood donors
- Partnering with Non-Governmental Organization (NGO) to collaborate with local communities as Mitra Binaan Hexindo by providing the equipment and routine counselling to improve the social-economic aspects
- Partnering with local governance in project and branches to conduct community empowerment activity

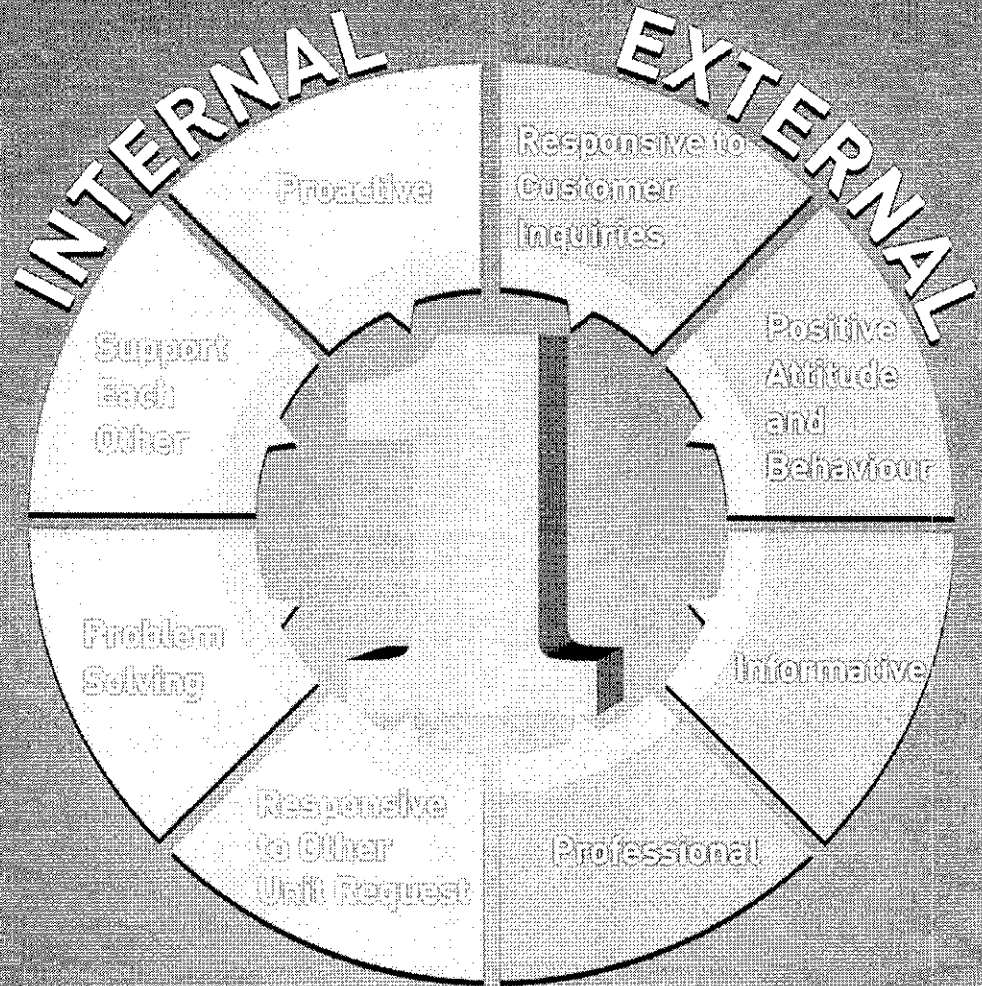
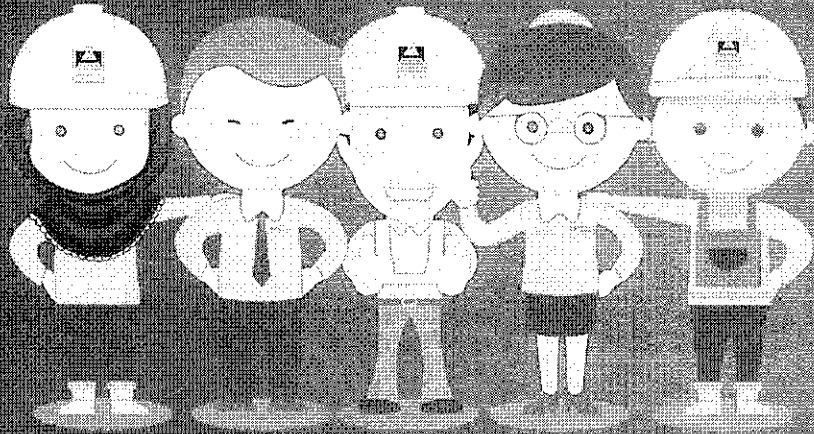
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HEXINDO

ONE HEXINDO

YOUR NEIGHBOR IS YOUR CUSTOMER



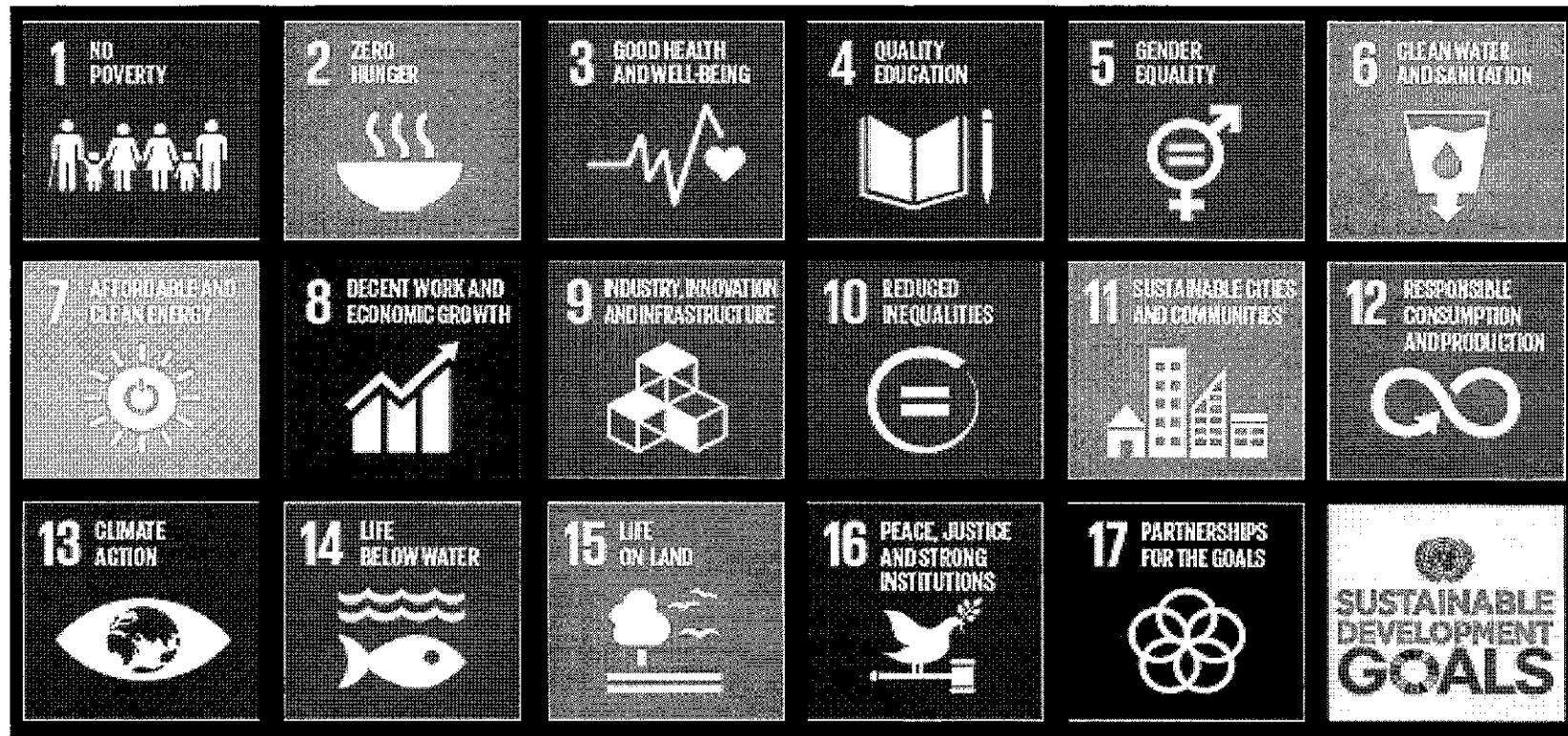


SUSTAINABILITY ACTIVITIES -SDG Perspective

Corporate Planning and SMO Department

PT Hexindo Adiperkasa Tbk

Sustainability Development Goals



The Sustainable Development Goals (SDGs) are the UN blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to *poverty, inequality, climate, environmental degradation, prosperity, peace and justice* (United Nation).

HCM SUSTAINABILITY GOALS

HCM Priority Goals – referred to UN SDGs



4. QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning

[Activities for education]

- Support acquisition of qualifications from training institutes
- Assistance at Hitachi Construction Machinery Songgang Xi Wang Elementary School in China
- Internship program in Zambia
- Address the growing demand for skilled construction equipment operators in Zambia's construction and mining industries
- Participate in construction machinery fairs for education

[Provide technology acquisition and educational]

- Opportunities for employees
- Implementation of succession plan
- Promotion of self-improvement program
- International Skills Competition
- Hold service mechanic competitions

HCM Priority Goals – referred to UN SDGs



5. GENDER EQUALITY

Achieve gender equality and empower all women and girls

[Empower women in the workplace]

- Building a foundation for women's participation and advancement, Continuous employment / reinstatement support, and Career development support
- Developing a workplace environment to continue working while balancing their home and professional lives
- Developing female instructors at training center

6. CLEAN WATER & SANITATION

Ensure availability and sustainable management of water and sanitation for all

[Reduce emissions and prevent pollution]

- Identify areas with high water stress level
- Reduce water usage in business activities
- Management of chemical substances (Reduce water risk)

HCM Priority Goals – referred to UN SDGs



7. AFFORDABLE & CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all

[Reduce environmental impact for manufacturing processes]

- The introduction of electric power monitoring system

[Utilize renewable energy]

- Install solar panels

8. DECENT WORK & ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

[Expand new businesses globally]

- The parts remanufacturing business

[business structure reform]

- Restructure domestic development and production bases

HCM Priority Goals – referred to UN SDGs



8. DECENT WORK & ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

[Work Style Reform]

- Reinforce occupational safety and health
- Employee health advancement
- Promote diversity
- Equal labor and wages
- Elimination of forced and child labor

[Promote a safe and secure work environment]

- Corporate Governance
- Compliance
- Human rights initiatives

HCM Priority Goals – referred to UN SDGs



9.INDUSTRY, INNOVATION & INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

[Develop products and solutions using ICT and IoT]

- Expand Solution Linkage
- Develop labor-saving machinery that is unmanned/uses robotics
- Development of Cooperative construction machinery for humans and machines to work cooperatively

[Enhance services globally]

- Establish regional sales companies

[Risk management]

- Formulate Business Continuity Plan (BCP)
- Enhance the Business Continuity Management (BCM) structure
- Increase resilient residential area

HCM Priority Goals – referred to UN SDGs



11. SUSTAINABLE CITIES & COMMUNITIES

Realize inclusive, safe and resilient cities and human dwellings that are sustainable

[Supply and support construction machinery]

- Develop infrastructure in each country
- Supply rental equipment to local government

12. RESPONSIBLE CONSUMPTION & PRODUCTION

Ensure a sustainable consumption production pattern

[Enhance value chain business]

- Expand rental business globally

[Reuse and recycling of products]

- Remanufacturing business of parts with the same quality as new products
- Effective resource use by promoting product circular economy
- Working to promote 3R (Reduce/Reuse/Recycle) + Renewable activities

HCM Priority Goals – referred to UN SDGs



12. RESPONSIBLE CONSUMPTION & PRODUCTION

Ensure a sustainable consumption production pattern

[Provide accurate information on products and services]

- Prompt disclosure of recall information
- Prevent risk in the supply chain (mainly procurement related)

[Improve the quality of our products]

- Realize the vision of "Made by Hitachi" uniform worldwide quality
- Development of certified brand-name used equipment
- Developing technologies for competitive differentiation

13. CLIMATE ACTION

take urgent action to combat climate change and its impacts

[Development of clean technologies and environmentally conscious technologies]

- Differentiation by expanding the development of decarbonization technologies such as electric and hydrogen engines
- Highly efficient mine operation management system (Improving the efficiency of the entire mine)

HCM Priority Goals – referred to UN SDGs



13. CLIMATE ACTION

take urgent action to combat climate change and its impacts

[Address risks of climate change]

- Introduce solar power generation
- Introduce internal carbon pricing
- Conserve water resources - Implementing water conservation activities by identifying areas of high-water stress levels
- Consider biodiversity

17. PARTNERSHIP FOR THE GOALS

Enhance means of sustainable development and revitalize the global partnerships

[Development support in local communities through cooperation with outside organizations]

- Assistance at Hitachi Construction Machinery Songgang Xi Wang Elementary School in China
- Desert afforestation activities in the Horqin Desert in China
- Manufacturing Technology Transfer Promotion Program in India
- Address the growing demand for skilled construction equipment operators in Zambia's construction and mining industries

HCM Priority Goals – referred to UN SDGs



17.PARTERSHIP FOR THE GOALS

Enhance means of sustainable development and revitalize the global partnerships

[Promote CSR throughout the entire value chain]

- Promote fair procurement among suppliers
- Pass down and transfer technologies globally

HEXINDO SDG GOALS



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



Supporting Target 12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse

- Promote used machines business with differential program that competitors had done. Established business scheme and internal rule as planned.
- Continuously promote remanufacturing program. Based on Result Transaction engine Cummins non FMC (commercial transaction) at FY2020 achieve 588 KUSD, Reman will continue to promote engine Cummins to customer non FMC

Supporting Target 12.8: Ensure that people have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

- Develop national standardization of service quality through corporate culture training such as Kenkijin Spirit training, One Hexindo socialization as well as service quality survey for CSS & CSF

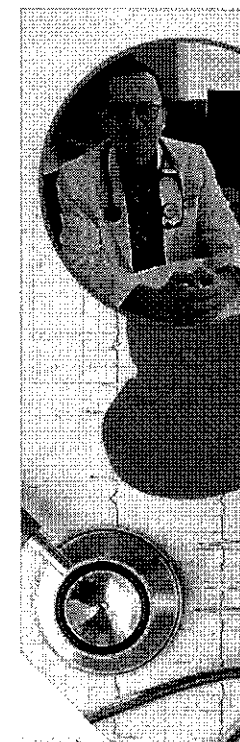
Supporting Target 9.c: Significantly increase access to information and communications technology

- Promote Consite utilization more aggressive with more valuable program introduction. Ex. Utilization ConSite Shot (upload to FTP= File Transfer Protocol) for SPE report result FY2020 = 93%



Supporting Target 8.8: Protect labor rights and promote safe and secure working environments for all workers

- Annually arrange safety campaigns to reduce number of accident (injury and non injury -inc. property damage & car accidents) FY2010 : 28 accidents and FY2020: 18 accidents. Percentage of reduction: 35.71%
- Annually arrange Survey of Mental Health and Health campaigns
- Committed to Human Right Aspects through Code of Conduct and Collective Labor Agreement
- Develop IT Securities Procedures & Systems and utilize Multi Factor Authentication for Office 365



HEALTH CAMPAIGN PENYAKIT JANTUNG KORONER DAN PENCEGAHANNYA

dr. Sebastian Andy Manurung Sp.JP. FIHA

SELASA, 7 DESEMBER 2021
14.00-16.00 WIB
MELALUI
MICROSOFT TEAMS

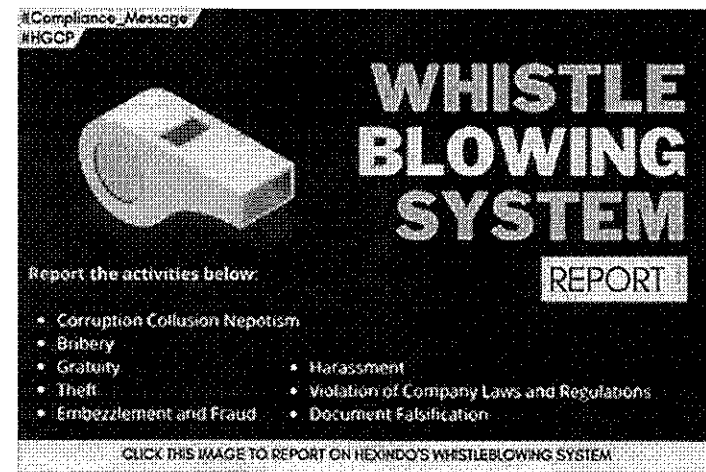
Link webinar:
<https://bit.ly/HexindoWebinar>
Scan QR Code:



Terdapat Hadiah Menarik
Bagi 5 Pemenang Terbaik

Supporting Target 8.5: achieve full and productive employment and decent work for all women and men

- Setup fair procurement system 'Vendor Data Update Program'
- Annually arrange compliance campaign such as: Competition Law & Anti-Bribery, Socialization of Hitachi Global Compliance Program, and Enlightenment for compliance program of Anti-Fraud Insight & Whistleblowing System.
- Annually arrange socialization of Code of Conduct, Compliance/Legal Insight
- Risk Management Committee and Compliance Committee are collaborating to improve business process, updating regulations and giving a recommendation to respective business owners



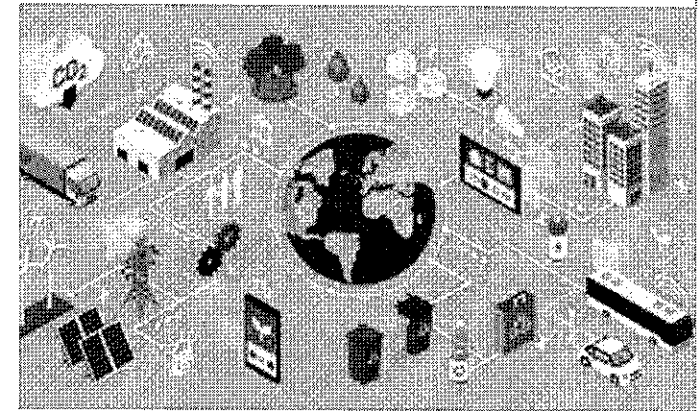


ENSURE ACCESS TO AFFORDABLE, RELIABLE,
SUSTAINABLE AND MODERN ENERGY FOR ALL



Supporting Target 7.b: Expand infrastructure and upgrade technology for supplying modern and sustainable energy services

- Carbon emissions conversion from electrical usage (kWh) to Carbon Dioxide Equivalent (in metrics tons ref. EPA.gov) FY19: 805 metric tons, FY20: 631metric tons, %reduction: 21.61% (*HO)



Supporting Target 6.b: Support and strengthen the participation of local communities in improving water and sanitation management

- Build a sanitation and clean water facility **for the residents after the 2018 tsunami disaster in Salubomba Village, Donggala, Central Sulawesi.** Most of the coastal resident work as fishermen and have difficulty to access clean and proper water for daily life.



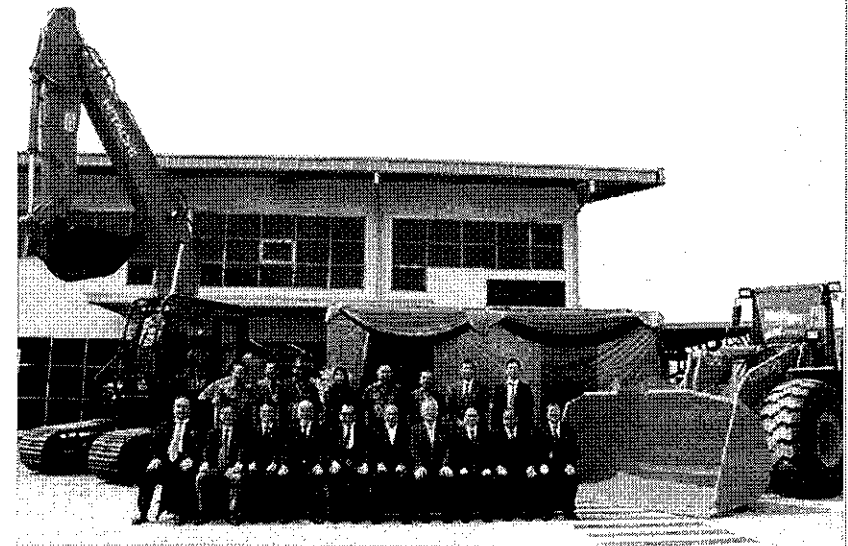


ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS



Supporting Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

- Female managers already have improvement more than 5% if compare with 2010 (2010 only 4 female managers and 2021 8 female managers)



*photo: before pandemic



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL



Supporting Target 4.a : Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all

- Annual CSR Event ‘Kelas Inspirasi’ (Class of Inspiration) in branch and projects that includes:
 - Deliver Inspirational Sharing Session from Directors to elementary students
 - Distribute basketball & rings for schools
 - Mental Health Seminar for teachers
- Partnering with Gajah Mada University on Vocational of Mechanical Engineering that includes:
 - Instructors for students
 - Chance for training advance
 - Spare parts supply
 - Internship opportunity



*photo: before pandemic

Supporting Target 4.3: Equal access for all women and men to affordable and quality technical, vocational and tertiary education

- Organize sustainable competence development program to enhance employee capacity (Managerial training, technical and nontechnical training, selling skills)
- Setup Standardized Training Needs Analysis (TNA)
- Develop Hexindo Academy Learning Management System (LMS) application which provides online learning modules to be accessed by all employees
- Transfer Knowledge between local employees and expatriates
- Number of HAP employee who get a chance to follow global leader education with target 5% of managers (HAP decided all is Local Leaders)



*photo:
before
pandemic

FURTHER INFORMATION

Correlation to UN SDGs

Supporting Target 17.17: Encourage and promote effective public, public-private and civil society partnerships

- Partnering with Palang Merah Indonesia to conduct annual blood donors
- Partnering with NGO Act for Humanity to donate and distribute aid for disaster victims
- Partnering with Rumah Sunat to conduct free circumcision for children
- Partnering with local governance in project and branches to conduct community empowerment activity (such as: RPTRA Jakarta, Bengalon Governance)



End



For further information:

<https://sdgs.un.org/goals>

<https://www.hitachicm.com/global/sustainability/sdgs/>

Thank you

Hexindo Key Initiatives Theme referred to HCM



	CSR Key Initiative Themes Choose from drop-down list	Items Choose from drop-down list	Initiative details	FY2030 Targets (KPI)	FY2022 Targets (KPI)
11	Key_Initiative_Theme2_Occupational_safety_work_style_reform	Mental health care	Survey of Mental Health, health campaigns	Health checkup rate	Health checkup rate
12	Key_Initiative_Theme3_Developing_human_resources_globally_and_locally	Employee education	Setup Standardized Training Needs Analysis (TNA)	Time, investment for education	# of training days per employee (that have
13	Key_Initiative_Theme3_Developing_human_resources_globally_and_locally	Educate female leaders	Develop succession plan, development program and job	Rate of female managers with target 5% improved	Rate of female managers with target 5% improved
14	Key_Initiative_Theme3_Developing_human_resources_globally_and_locally	Educate global leaders	Globalization Program	Number of global leaders	Number of HAP employee who get a
15	Key_Initiative_Theme4_Creating_better_business_transactions_and_value_chains	Fair procurement	Setup fair procurement system that put same treatment to all valuable	CSR procurement	Vendor evaluation with target 85% active vendor
16	Key_Initiative_Theme4_Creating_better_business_transactions_and_value_chains	Anti corruption / bribery	Compliance campaigns utilize various media	Zero compliance violation	Zero compliance violation
17	Key_Initiative_Theme5_Governance	Corporate Ethics, ensure full-fledged	Code of conduct socialization & campaigns utilize various media	compliance education at least twice a year	compliance education at least twice a year
18	Key_Initiative_Theme5_Governance	Corporate governance	Proactive in updating regulations that closely elated to HAP business	Zero compliance violation	Zero compliance violation
19	Key_Initiative_Theme5_Governance	Network security	Develop IT Securities Procedures & Systems	IT risk education at least twice a year	IT risk education at least twice a year
20	Key_Initiative_Theme5_Governance	Human rights violation	Human rights issue socialization & campaigns utilize various media	Human rights education at least twice a year	Human rights education at least twice a year

Hexindo Key Initiatives Theme referred to HCM



No.	CSR Key Initiative Themes Choose from drop-down list	Items Choose from drop-down list	Initiative details	FY2030 Targets (KPI)	FY2022 Targets (KPI)
1	CSV_Theme1_Resolving_global_environmental_issues	CO2 reduction at office	To increase in using renewable energy and a move towards more	RE20	% reduce carbon emissions attributable to
2	CSV_Theme1_Resolving_global_environmental_issues	Desert afforestation, green plantation	Plantation, woodland preservation activity	# of environmental program that we	# of environmental program that we
3	CSV_Theme2_Enhance_initiatives_to_increase_social_infrastructure_workforce	Service efficiency	Promote Consite utilization more aggressively with more valuable	Consite 100%	Consite 90%
4	CSV_Theme2_Enhance_initiatives_to_increase_social_infrastructure_workforce	IoT education	Develop program of transfer Knowledge between local employees	Global Education Scheme	Survey of the effectiveness of transfer
5	CSV_Theme3_Contribution_to_community_development	Spread used machine business	Promote used machines business with differential program that	Sales Growth Rate (compared to 2010)	Sales Growth Rate (compared to 2010)
6	CSV_Theme3_Contribution_to_community_development	Spread parts remanufacturing	Promote remanufacturing business with differential program that	Sales Growth Rate (compared to 2010)	Sales Growth Rate (compared to 2010)
7	CSV_Theme3_Contribution_to_community_development	Training local engineers	Develop comprehensive training programs - especiall for local	Education time, number of persons	85% of total engineers follows training, #
8	Key_Initiative_Theme1_Pursuing_safe_effective_and_sophisticated_products_and_worki	Service quality control structure	Develop national standardization of service quality	Global Standardization	Survey of service quality standardization with
9	Key_Initiative_Theme2_Occupational_safety_work_style_reform	Employment of women, persons with	Develop job scheme that maintain the fairness in recruitment women -	Rate of employment of women employee	Rate of employment of women employee
10	Key_Initiative_Theme2_Occupational_safety_work_style_reform	Eliminate occupational injuries	Safety campaigns : Top Priority!	Injuiury frequency - reduce 10% compared to 2020	Injuiury frequency - reduce 5% compared to



Kardinal Karim

Former President Director



English

A company can last over time if we able to build and maintain sustainable relationship with all stakeholders. Hence, **Hexindo should develop over time** by taking into consideration **the economic, social and environmental dimensions in our business process and performance.** That corporate value enhance process will meet our stakeholders expectation.

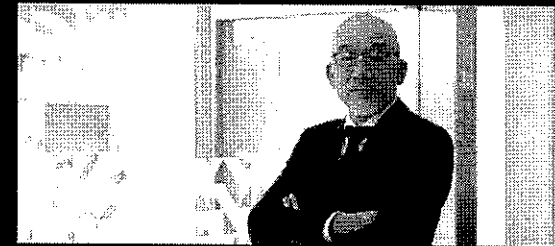
Bahasa

Perusahaan dapat bertahan dari waktu ke waktu jika kita dapat membangun dan memelihara hubungan yang berkelanjutan dengan semua pemangku kepentingan. Oleh karena itu, **Hexindo harus berkembang dari waktu ke waktu** dengan mempertimbangkan **dimensi ekonomi, sosial dan lingkungan dalam proses bisnis dan kinerja kita.** Proses peningkatan nilai perusahaan tersebut guna memenuhi harapan para pemangku kepentingan.



Eiji Fukunishi

Chief Executive Officer (CEO)

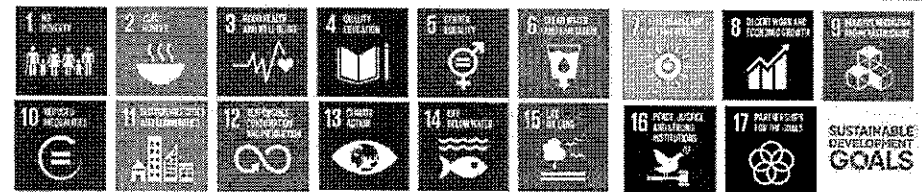


BAHASA

"Sustainability berarti bagaimana kita dapat bertahan dari waktu ke waktu dengan membangun dan memelihara hubungan yang berkelanjutan dengan semua pemangku kepentingan. Oleh karena itu, **Hexindo harus berkembang dari waktu ke waktu** dengan mempertimbangkan **dimensi ekonomi, sosial dan lingkungan dalam proses bisnis dan kinerja kita.** Proses peningkatan nilai perusahaan tersebut guna memenuhi harapan para pemangku kepentingan."

ENGLISH

"Sustainability means how we can last over time by building and maintaining sustainable relationship with all stakeholders. Hence, **Hexindo should develop over time** by taking into consideration **the economic, social and environmental dimensions in our business process and performance.** That corporate value enhance process will meet our stakeholders expectation."





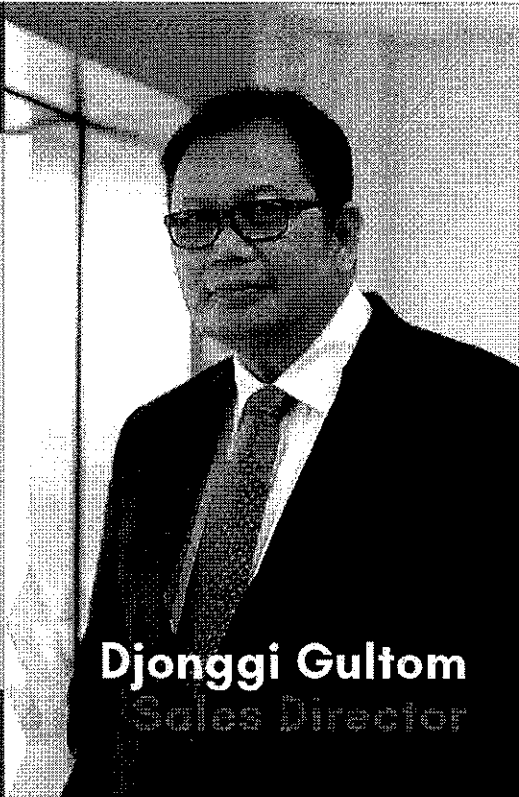
HEXINDO

English

Customers are driven by more than price. They're also looking for products and services that align with their own values and needs. Hexindo should do sustainability practices together that make a positive impact on our corporate image and reputation that could lead to sales improvement and customer loyalty as well as galvanizing community relations who share the same values.

Bahasa

Pelanggan memberi perhatian lebih dari sekadar harga. Mereka juga mencari produk dan layanan yang selaras dengan kebutuhan dan nilai-nilai hidup mereka. Karena itu, Hexindo perlu bersama-sama melakukan tindakan *sustainability* untuk memberikan dampak positif pada citra dan reputasi perusahaan yang mengarah pada peningkatan penjualan dan loyalitas pelanggan serta menjalin hubungan masyarakat yang memiliki nilai sama



Djonggi Gultom
Sales Director



HEXINDO

Kenji Sakamoto

Business Development Director

English

Sustainability also referred to capability of cooperation to last in time. Then HEXINDO should put more concern to compliance as sustainability implementation based on government laws, environmental regulation, legal standards and so on. Compliance also becomes an opportunity for innovation and induce us to experiment with sustainable technologies and business operational

Bahasa

Sustainability juga mengacu pada kemampuan korporasi untuk bertahan. Maka HEXINDO harus lebih memperhatikan *compliance* (kepatuhan) sebagai implementasi *sustainability* yang berdasarkan pada undang-undang pemerintah, peraturan lingkungan, standar hukum dan sebagainya. *Compliance* juga menjadi peluang bagi inovasi dan mendorong kita untuk bereksperimen dengan teknologi berkelanjutan dan operasional berbasis



More Info: <http://intranet.kenki.global.hitachi.net/corplan/sustainability-ideas-for-hexindo/>



Koji Sato

Product Support Director

English

Sustainability is a major issue due to limited resources availability.

Increasing demand of goods, energy and materials as well as rise of scarce

resources cost. Sustainability in Hexindo can be achieved through

optimization of the use of resources while retaining quality of product

and services and managing efficiently all operational processes and

information.

English

Sustainability merupakan topik penting mengingat terbatasnya ketersediaan

sumber daya dalam meningkatkan pertumbuhan atas berbagai energi maupun

material serta tingginya biaya SDA yang semakin. Sustainability di Hexindo

dapat dicapai dengan optimisasi penggunaan sumber daya sekaligus tetap

memperhatikan kualitas produk dan layanan serta mengatur segala

proses di operasional maupun informasi yang ada dengan efektif.

More Info: <http://intranet.kemki.global/bitach.net/corplan/sustainability-ideas-for-hexindo/>



English

Sustainability is concern of present action that impact to ecosystem, societies and environments of the future that should be reflected in HEXINDO strategic plan. By implementing sustainability strategy, we could achieve competitive advantage, improve our reputation and legitimacy as well as cost reduction that leading to better financial performance.

Bahasa

Sustainability merupakan perhatian atas tindakan saat ini yang berdampak pada ekosistem, masyarakat dan lingkungan di masa depan yang harus tercermin dalam rencana strategi HEXINDO. Dengan menerapkan strategi sustainability, kita dapat meningkatkan keunggulan kompetitif, meningkatkan reputasi dan legitimasi perusahaan serta mengurangi biaya sehingga berdampak pada performa keuangan yang lebih baik.



Tohru Kusnagi

Finance Director



