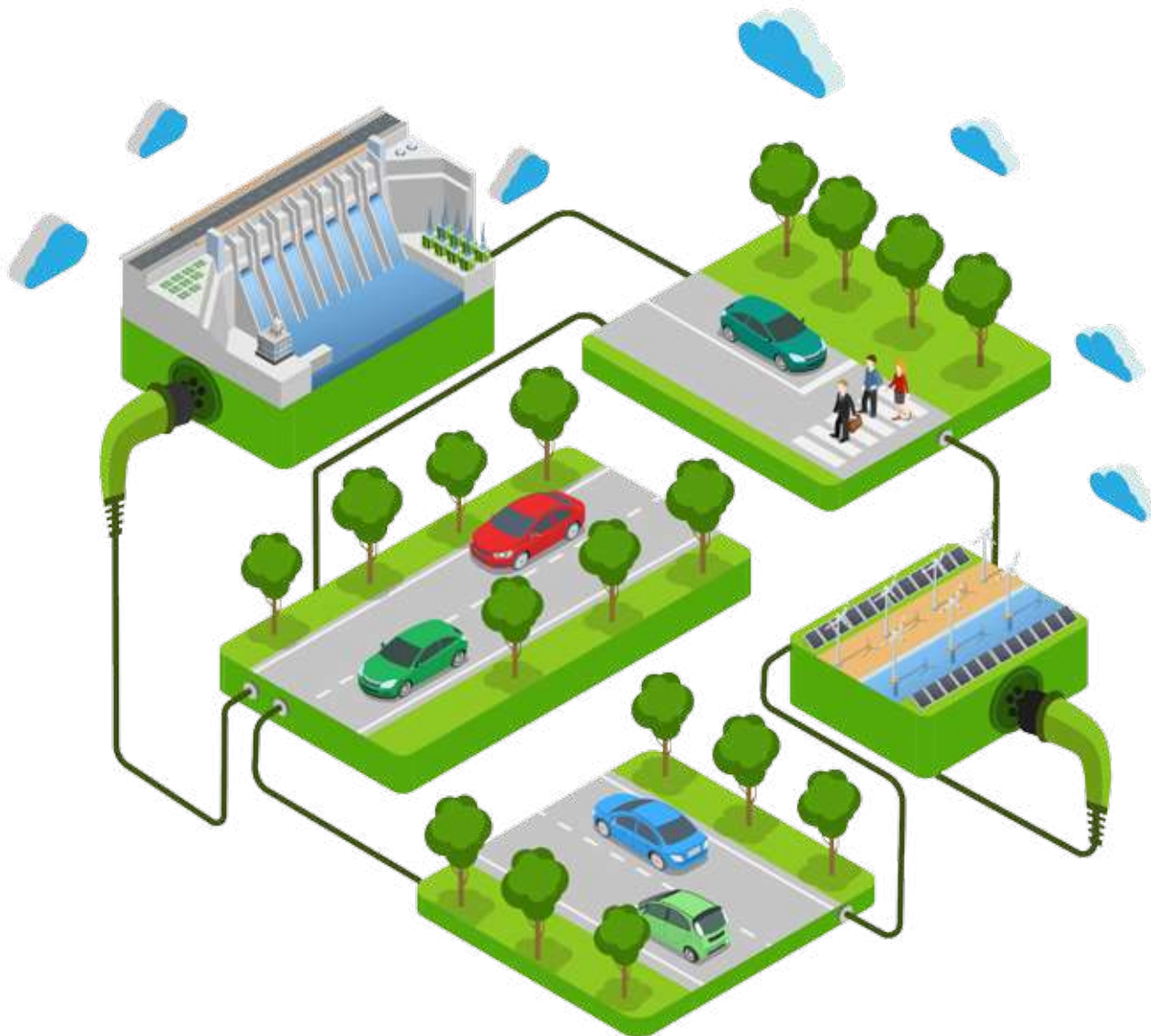


TOYOTA

TOYOTA
Berbagi
Besama Membangun Indonesia



GROWING TOGETHER Towards a Sustainable Future

2021 Laporan Keberlanjutan
Sustainability Report

Daftar Isi

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GROWING TOGETHER

Towards A Sustainable Future

Tantangan akan kondisi Pandemi COVID-19 yang melanda Indonesia telah membuat hampir seluruh sektor industri terdampak. Toyota Indonesia menerapkan kebijakan pengaturan sistem kerja demi mengutamakan keselamatan dan keamanan karyawan.

PT Toyota Motor Manufacturing Indonesia (TMMIN) turut pula mendukung penuh kinerja optimal Pemerintah dalam mencegah penyebaran rantai pandemi dengan merealisasikan beragam program penanggulangan pandemi yang berkolaborasi dengan seluruh pihak baik masyarakat, supplier, maupun *stakeholder*.

PT TMMIN sebagai salah satu perusahaan manufaktur otomotif terbesar di Indonesia, memberikan upaya dan kontribusi maksimal bagi konsumen nasional dan global dengan menjaga keseimbangan melalui Pilar Keberlanjutan dengan tetap konsisten memenuhi kebutuhan mobilisasi pelanggan produk Toyota di dalam negeri dan lebih dari 80 negara tujuan ekspor, dengan menghadirkan produk-produk otomotif terbaik.

Demi komitmen kami sebagai bagian dari Industri otomotif dengan 1,5 juta SDM yang terlibat di dalamnya dari hulu hingga hilir.

In the face of the challenging COVID-19 pandemic that has affected almost all industrial sectors in Indonesia, Toyota Indonesia implemented a working system regulation policy with an emphasis on employee safety and security.

PT Toyota Motor Manufacturing Indonesia (TMMIN) also supports the optimum performance of the Government programs in preventing the spread of the pandemic through a variety of prevention programs in collaboration with the community, suppliers, and other stakeholders.

As one of the largest automotive manufacturing companies in Indonesia, PT TMMIN strives hard to contribute maximally to national and global consumers by maintaining a balanced Pillars of Sustainability by consistently meeting the mobilization needs of Toyota products consumers in Indonesia as well as in more than 80 export destination countries.

For our commitment as part of the automotive industry, involving some 1.5 million human resources from upstream to downstream.



Tentang Laporan Keberlanjutan Toyota Indonesia

About the Sustainability Report of Toyota Indonesia

Di tahun 2021 ini, kami kembali menerbitkan Laporan Keberlanjutan PT Toyota Motor Manufacturing Indonesia (“Laporan”) keenam untuk periode 1 Januari sampai dengan 31 Desember 2020. Laporan ini mengemukakan berbagai capaian kinerja keberlanjutan di tahun 2020, sebagai kelanjutan dari program-program keberlanjutan pada Laporan 2019 yang diterbitkan pada bulan April 2020. Tidak terdapat perubahan periode pelaporan ataupun penyajian kembali atas informasi pada laporan sebelumnya. [\[102-48, 102-49, 102-50, 102-51, 102-52\]](#)

Melalui Laporan ini, kami menunjukkan komitmen Toyota Indonesia, sebagai salah satu warga korporasi dunia, dalam mendukung pencapaian tujuan keberlanjutan yang diwujudkan melalui pelaksanaan berbagai inisiatif strategis pada aspek lingkungan, sosial maupun ekonomi yang bermuara pada satu tujuan, meningkatnya kesejahteraan para pemangku kepentingan dan terpeliharanya lingkungan. Laporan ini kami tujukan kepada segenap pemangku kepentingan Toyota Indonesia, termasuk masyarakat, pelanggan, mitra usaha, pemerintah, serta Toyota Motor Corporation (TMC) selaku induk perusahaan.

Penyusunan, pengumpulan data dan penyajian Laporan ini kami laksanakan dengan mengacu pada Standar GRI dari Global Reporting Initiative (GRI), selain berpedoman pada 17 rumusan pencapaian tujuan pembangunan keberlanjutan dalam *Sustainable Development Goals* (SDGs) sebagaimana ditetapkan oleh seluruh negara yang tergabung dalam Perserikatan Bangsa-Bangsa melalui sidang-sidang *Cooperation of Parties* ke-21 tahun 2015 di Paris. Kami belum menerapkan *external assurance* pada laporan ini, namun data dan informasi telah diperiksa dan divalidasi sepenuhnya oleh manajemen Toyota Indonesia. [\[GRI 102-54, 102-56\]](#)

Topik Keberlanjutan

Kami menentukan topik-topik keberlanjutan dengan mengacu pada isu-isu yang berpengaruh secara signifikan terhadap Toyota Indonesia dan para pemangku kepentingan yang terkait dengan aspek ekonomi, sosial, dan lingkungan serta menjadi perhatian penting bagi pemangku kepentingan dalam pengambilan keputusan.

In this year of 2021, we are again publishing our Sustainability Report of PT Toyota Motor Manufacturing Indonesia (“Report”) for the sixth time for the period of 1 January to 31 December 2020. This Report presents the various achievements in our sustainability performance in the year 2020, as a follow-up from the sustainability programs reported in the 2019 Report published in April 2020. There were no changes in the reporting period or in the restatement of information in the previous reports. [\[102-48, 102-49, 102-50, 102-51, 102-52\]](#)

Through this Report, we convey Toyota Indonesia’s commitment, as one of the world’s corporate citizens, in support of achieving sustainability goals manifested through the implementation of various strategic initiatives on the aspects of the environment, social as well as economy that all points back to one goal, namely the improvement of the stakeholders’ welfare and the preservation of the environment. This Report is addressed to all stakeholders of Toyota Indonesia, including the public, customers, business partners, the government, as well as Toyota Motor Corporation (TMC) as the parent company.

Compilation, data collection and presentation of this Report are done by referring to the GRI Standards of the Global Reporting Initiative (GRI), in addition guided by the 17 formulations to achieve sustainable development goals in the Sustainable Development Goals (SDGs) as determined by all countries that are members of the United Nations through the 21st Cooperation of Parties sessions at 2015 in Paris. We have not implemented external assurance on this report, however data and information have been fully checked and validated by the management of Toyota Indonesia. [\[GRI 102-54, 102-56\]](#)

Sustainability Topic

We determined the topics of sustainability by referring to the issues which significantly affected Toyota Indonesia and the stakeholders related to the economic, social and environmental aspects as well as those which have become of great concern for the stakeholders in their decision making.



Tahap identifikasi topik keberlanjutan kami mulai dengan menetapkan prioritas topik-topik yang relevan terhadap signifikansi dampak tersebut dalam konteks keberlanjutan Toyota Indonesia dan para pemangku kepentingan eksternal. Pemilihan topik material kami lakukan dengan mempertimbangkan signifikansi dampak dan penilaian pemangku kepentingan.

In the phase of identifying sustainability topics, we begin by prioritizing topics that are relevant to the significance of the impacts, in the context of the sustainability of Toyota Indonesia and external stakeholders. In selecting material topics we take into account the significant impacts and feedbacks from our stakeholders.

Laporan keberlanjutan ini selanjutnya akan menyajikan data dan informasi tentang bagaimana Toyota Indonesia mengelola topik-topik keberlanjutan tersebut, termasuk penetapan kebijakan, target, inisiatif, pencapaian maupun tantangan yang diatasi selama masa pelaporan. Titik tumpu dari pelaksanaan program dan kegiatan ini terletak di lingkungan sekitar wilayah usaha Toyota Indonesia (mencakup lingkungan kantor pusat, pabrik, supplier, hingga vendor).

This Sustainability Report will further present data and information on how Toyota Indonesia manages such sustainability topics, including establishing the policies, targets, initiatives, achievements and challenges that must be handled during the reporting period. The pivot point of the implementation of these programs and activities lies in the environment around the Toyota Indonesia business area (covering the headquarters, factories, suppliers, and vendors).

Pelibatan Pemangku Kepentingan

Mengidentifikasi dan melibatkan pemangku kepentingan dalam penentuan konten laporan sampai dengan pemberian masukan/ tanggapan atas laporan yang telah diterbitkan.

Stakeholder Engagement

Identifying and engaging with the relevant stakeholders when selecting report content and seeking their input/suggestions on the published report.

Konteks Keberlanjutan

Memuat kinerja TMMIN yang relevan dalam konteks keberlanjutan.

Sustainability Context

Display TMMIN performance that is relevant in the context of sustainability.

Materialitas

Memuat aspek-aspek yang merefleksikan dampak ekonomi, sosial, dan lingkungan dari TMMIN serta berdasarkan penilaian dan keputusan dari pemangku kepentingan.

Materiality

Presenting aspects that reflect the economic, social, and environmental impact of TMMIN. This is also based on the assessment and decisions of the stakeholders.

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Ikhtisar Kontribusi Keberlanjutan

Sustainability Report of Toyota Indonesia

2021

Kontribusi Masyarakat

Contribution to the Community

Pencegahan dan Penanggulangan COVID-19 COVID-19 Prevention and Countermeasures

Untuk Masyarakat

- Pemeriksaan PCR.
- Bantuan masker dan disinfektan.
- Bantuan *hand sanitizer*.
- Paket bantuan sosial langsung.
- Bantuan kendaraan ambulans Innova untuk pesantren, lengkap dengan *face mask*, *hand sanitizer*, dan bantuan sosial.
- Dan lain-lain.

To the Community

- PCR testing.
- Aid in masks and disinfectants.
- Aid in hand sanitizer.
- Direct social aid packages.
- Aid in ambulance vehicle (Innova) for Islamic boarding school, complete with face masks, hand sanitizers and other social assistance.
- Others.

Untuk Negeri

- Bantuan ke pemerintah pusat dan daerah berupa 100 tabung oksigen, 17 unit Kijang Innova ambulans, lebih dari 150.000 APD, 9.000 paket sembako, 300 paket kebutuhan untuk menjaga kebersihan dalam menanggulangi penyebaran COVID-19.
- Bantuan ke PMI yang dimulai sejak 2004 dengan berbagai bantuan penanganan bencana alam berupa kendaraan ambulans, *water truck*, perahu karet, paket kemanusiaan dan donasi hingga lebih Rp5 miliar.
- Terkait kondisi pandemi, aktivitas donasi di antaranya 2 unit Kijang Innova ambulans, 20 unit *mobility service* untuk paramedis, serta 44.500 *health equipment* senilai Rp6 miliar. Selain itu bantuan juga diberikan dalam bentuk 5 unit Toyota Dyna sebagai mobil penyebaran disinfektan.
- Dukungan juga diberikan melalui pengembangan SDM dan sistem logistik serta *database* yang lebih efisien di PMI.

To the Country

- Support to the central and regional governments in form of 100 oxygen cylinders, 17 units of Kijang Innova ambulance, more than 150,000 PPE, 9,000 food packages, 300 packages of necessities to maintain cleanliness in tackling the spread of COVID-19.
- Support to PMI which began in 2004 with various assistance for handling natural disasters in the form of ambulance vehicles, water trucks, rubber boats, humanitarian packages and donations up to more than Rp5 billion.
- Regarding the pandemic, donation activities include 2 units of Kijang Innova Ambulance, 20 units of mobility service for paramedics, and 44,500 health equipment worth Rp6 billion. In addition, assistance was also provided in the form of 5 Toyota Dyna units as a vehicle for distributing disinfectants.
- Support is also provided through the development of human resources and a more efficient logistics and database system at PMI.



17

ambulans Innova.
ambulance
vehicles (Innova).



68

unit mobil.
units of auto
vehicles.



108.000

APD.
PPE.

Penyerapan Tenaga Kerja Manpower Absorption

Untuk Masyarakat To the Community

8.000

karyawan tetap Toyota Indonesia.
permanent employees of Toyota Indonesia.

Untuk Negeri To the Country

35.000

tenaga kerja tak langsung di rantai pasok.
indirect labor in supply chain.

1.500.000

tenaga kerja tak langsung pada ekosistem industri otomotif nasional.
indirect labor in the national automotive industry ecosystem.



Pengembangan dan Pemberdayaan Masyarakat Community Development and Empowerment

Untuk Masyarakat

- *Toyota Ecoyouth* (TEY) melibatkan 2.100 sekolah dari 34 provinsi dan 8.500 proyek.
- Lomba TEY ke-11 "Ecosociopreneur" diikuti 600 sekolah dan 4.000 proyek lingkungan hidup.
- Program beasiswa, 3.300 penerima.
- Donasi Sosial dan Pendidikan di sekitar wilayah pabrik Sunter dan Karawang.
- Lulusan TIA ciptakan robot UV disinfektan untuk mencegah penyebaran COVID-19.

To the Community

- *Toyota Ecoyouth* (TEY) involving 2,100 schools from 34 provinces and 8,500 projects.
- 11th TEY competition "Ecosociopreneur" followed by 600 schools and 4,000 environmental projects.
- Scholarship program, 3,300 recipients.
- Social and Educational contribution/donation in communities surrounding the factories in Sunter and Karawang.
- TIA graduate created UV Disinfectant Robots to prevent the spread of COVID-19.

Untuk Negeri

- Pendidikan Vokasi Industri diberbagai provinsi, kapasitas 400 pelajar.
- Program Link & Match, kerja sama dengan 10 universitas.
- Sertifikasi tenaga kerja bekerja sama dengan KADIN dan Dinas Tenaga Kerja.
- Program spesialis otomotif melalui Toyota Indonesia Akademi.

To the Country

- Industry Vocational Education in various provinces, capacity of 400 students.
- Link & Match Program, cooperation with 10 universities.
- Workers certification in cooperation with KADIN and Labor Offices.
- Automotive specialist program through Toyota Indonesia Academy.

3.300

penerima beasiswa.
recipients scholarship.

2.100

proyek lingkungan hidup.
environmental projects.

400

pelajar Pendidikan Vokasi Industri.
students Industry Vocational Education

Perbaikan Lingkungan Environmental Development

Untuk Masyarakat

- Penghijauan lingkungan sekitar pabrik Sunter.
- Arboretum Bamboo Park 4,5 hektar di sekitar pabrik Karawang dan Citarum Bamboo Forest 8.000 m² di Karawang Barat.

To the Community

- Greening the environment around Sunter Factory.
- Arboretum Bamboo Park of 4.5 hectares around Karawang Factory and Citarum Bamboo Forest of 8,000 m² in West Karawang.

Untuk Negeri

- Penanaman 1,6 juta pohon melalui Toyota Forest.
- Konservasi 4.482 ekor burung air di hutan buatan Pabrik Karawang.

To the Country

- Planting of 1.6 million trees through Toyota Forest.
- Conservation of 4,482 water birds in man-made forests at Karawang Factory.

Produk dan Teknologi

Product and Technology

Aktivitas Produksi Berkelanjutan Sustainable Production Activities

Untuk Masyarakat

- Kendaraan multiguna, ramah lingkungan, dan sesuai untuk Indonesia.
- Pengenalan dan edukasi kehadiran mobil listrik bekerja sama dengan PLN.

To the Community

- Multipurpose vehicle, environmentally friendly, and appropriate for Indonesia
- Introduction and education on electric vehicles in cooperation with the State Electricity Company (PLN)

Untuk Negeri

- 143.000 unit
Ekspor kendaraan utuh bermerk Toyota
- 99.500 unit
Ekspor mesin tipe TR dan NR
- 71.000.000 buah
Ekspor komponen kendaraan
- 37.510 unit.
Ekspor kendaraan terurai (CKD)

To the Country

- 143,000 units
Export of Toyota brand complete vehicles
- 99,500 units
Export of TR and NR type engine
- 71,000,000 units
Export of vehicle components
- 37,510 units.
Export of whole vehicles (CKD)

143.000

Ekspor kendaraan utuh bermerk Toyota.
Export of Toyota brand complete vehicles.

99.500

Ekspor mesin tipe TR dan NR.
Export of TR and NR type engine.

71 juta/million

Ekspor komponen kendaraan.
Export of vehicle components.

Pengembangan Industri

Industrial Development

Industri Inovatif dan Ramah Lingkungan Innovative and Environmentally Friendly Industry

Untuk Masyarakat

Transfer Teknologi melalui *Tier-2 Trainer Development* dan *Supplier Master Trainer Development*.

To the Community

Technology Transfer through *Tier-2 Trainer Development* and *Supplier Master Trainer Development*.

14.204

ton CO₂eq

Pengurangan emisi GRK.
Reduction of greenhouse gas (GRK) emission.

Untuk Lingkungan

- 14.204 ton CO₂eq
Pengurangan emisi GRK
- 179 ton
Pengurangan timbulan limbah
- 130.511 m³
Pengurangan pemakaian air

To the Environment

- 14,204 tons of CO₂eq
Reduction of greenhouse gas (GRK) emission
- 179 tons
Reduction of waste generation
- 130,511 m³
Reduction of water usage

Untuk Negeri

- Rp20 triliun
Investasi modal selama tiga tahun terakhir
- 143.000 unit
Ekspor CBU T Brand
- 1.656 mitra bisnis
Produksi dan non produksi
- 830 pemasok
Tier-1, 2, dan 3

To the Country

- Rp20 trillion
Capital investment for the last three years
- 143,000 units
Export of CBU T Brand
- 1,656 business partners
Production and non-production
- 830 suppliers
Tier-1, 2, and 3

Penghargaan

Awards

01

PROPER Hijau
untuk Pabrik Sunter
dari Kementerian
Lingkungan Hidup

Green PROPER
from Ministry of
Environment
for Karawang Factory



02

PROPER Hijau
untuk Pabrik Karawang
dari Kementerian
Lingkungan Hidup

Green PROPER
from Ministry of
Environment
for Sunter Factory



03

**TOP 5 Most
Admired
Companies:
Automotive**

TOP 5 Most Admired
Companies: Automotive



04

**Most Admired CEO
2020**

Most Admired CEO 2020



Ruang Hijau Terbuka di Lingkungan Kantor Pusat
Toyota Indonesia.
Green Open Space in Toyota Indonesia Head Office
Environment.



Kerangka Pencapaian Tujuan Keberlanjutan

Framework for Sustainability Goals Achievement

TUJUAN PEMBANGUNAN BERKELANJUTAN SKALA GLOBAL

Sebagai hasil serangkaian pertemuan *Cooperation of Parties* di PBB yang dikoordinasikan oleh United Nations Framework Convention on Climate Change (UNFCCC), mulai awal tahun 2016 hingga akhir tahun 2030 seluruh negara di dunia telah sepakat untuk mulai menerapkan *Sustainable Development Goals* (SDGs). Rumusan tujuan pembangunan dimaksud, meliputi lima aspek dasar dalam prinsip keberlanjutan, yakni 5-P, *People, Planet, Partnership, Peace, dan Prosperity*, yang kemudian dijabarkan ke dalam 17 rumusan tujuan, sebagaimana ditunjukkan dalam simbol-simbol sebagai berikut.



Indonesia menjadi salah satu negara yang telah menyatakan komitmennya untuk bersama-sama warga dunia lainnya, berupaya mencapai beragam rumusan tujuan pembangunan berkelanjutan skala global dalam SDGs tersebut. Indonesia telah mengeluarkan Peraturan Presiden (PerPres) No. 59 tahun 2017 tentang “Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan”, yang kemudian ditindak-lanjuti dengan dirumuskannya Rencana Aksi Nasional (RAN) Tujuan Pembangunan Berkelanjutan (TPB/SDGs).

RAN TPB, maupun Rencana Aksi Daerah (RAD) Tujuan Pembangunan Berkelanjutan (TPB/SDGs)-RAD TPB, merupakan dokumen yang memuat program dan rencana kerja 5 (lima) tahunan bagi pelaksanaan berbagai kegiatan yang secara langsung dan tidak langsung mendukung pencapaian TPB yang sesuai dengan sasaran nasional maupun daerah, dan sesuai dengan potensi masing-masing daerah.

OBJECTIVES OF SUSTAINABLE GLOBAL-SCALE DEVELOPMENT

As a result of the series of meetings of the *Cooperation of Parties* in the United Nations (UN) coordinated by the United Nations Framework Convention on Climate Change (UNFCCC) starting at the beginning of 2016 until the year 2030, all nations of the world have agreed to begin implementing *Sustainable Development Goals* (SDGs). The formulation of the said development goals covers five basic aspects under the principle of sustainability, namely the 5-P, *People, Planet, Partnership, Peace, Prosperity*, which then described into 17 goals formulation, as shown in the icons displayed below.

Indonesia is one of the countries that have stated its commitment along with the other citizens of the world, to strive to achieve the various formulations of global-scale sustainable development goals in the established SDGs. Indonesia has issued Presidential Decree No. 59 of 2017 on the “Implementation of the Achievement of Sustainable Development Goals”, which then followed-up by the formulation of the National Action Plan (RAN) of Sustainable Development Goals (SDGs).

The RAN SDGs, as well as the Regional Action Plan (RAD) of Sustainable Development Goals-RAD SDGs, is a document that contains the 5-year program and work plan for the implementation of various activities that directly and indirectly support the achievement of the SDGs in accordance with the national and regional targets, and in accordance with the potentials of each region.



Selanjutnya Pemerintah Indonesia, melalui Otoritas Jasa Keuangan, juga telah mengeluarkan Peraturan OJK No. 51/POJK.03.2017 tentang "Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik", lengkap dengan target waktu implementasi bagi seluruh perusahaan di bidang keuangan, dan bagi perusahaan yang telah *listing* di pasar modal Indonesia.

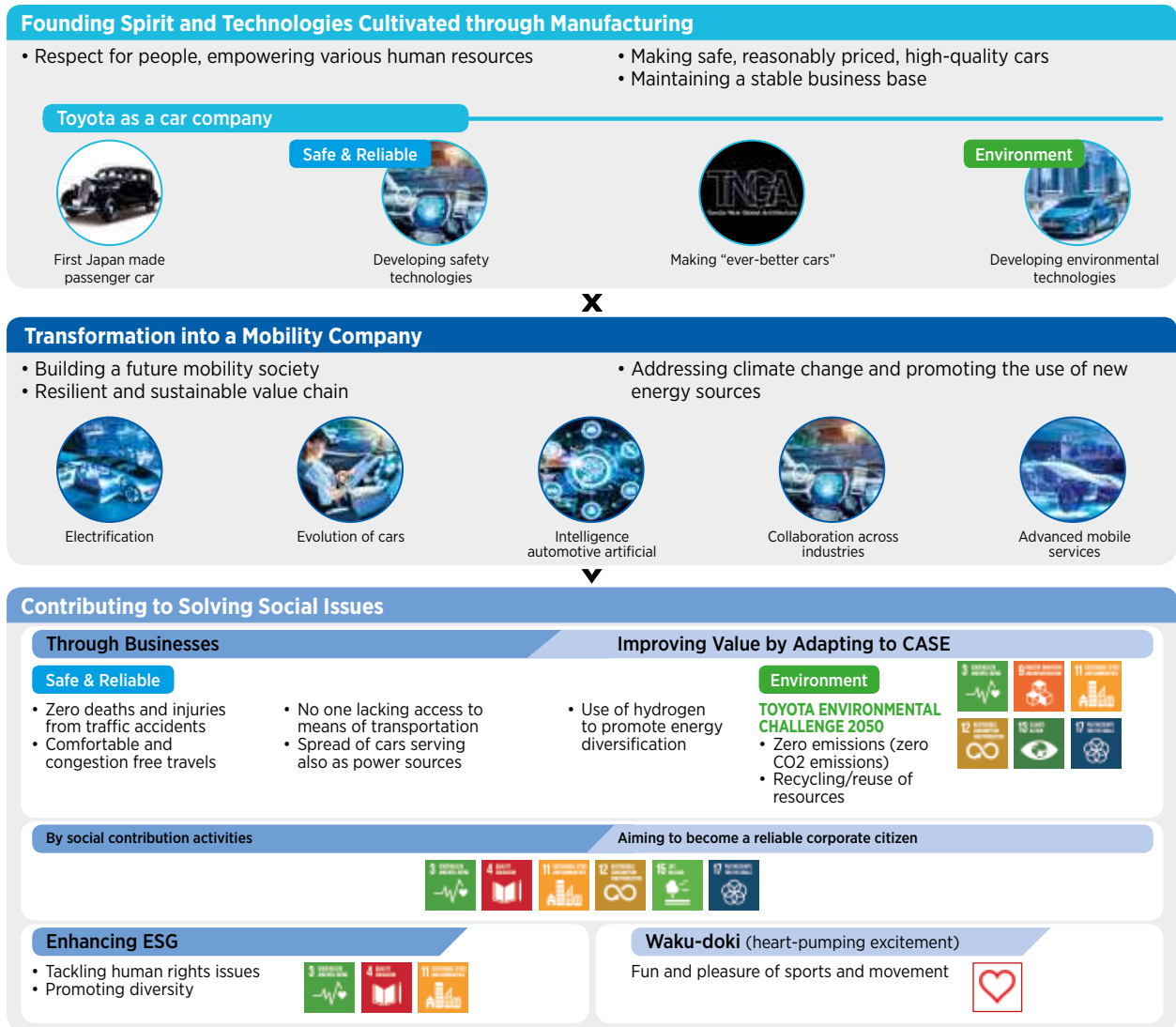
Then the Government of Indonesia, through the Financial Services Authority, has also issued OJK Regulation No. 51/POJK.03.2017 on the "Implementation of Sustainable Finance for Financial Service Institution, Issuers and Public Companies", complete with an implementation time target for all companies in the financial sector, and for companies listed in the Indonesian capital market.

KERANGKA KEBERLANJUTAN TOYOTA

Toyota telah menetapkan kerangka pencapaian tujuan keberlanjutan tersebut dalam suatu kerangka yang menegaskan hubungan erat antara kegiatan bisnis yang dijalankan dengan pencapaian tujuan keberlanjutan pada berbagai perspektif, seperti berikut:

TOYOTA SUSTAINABLE FRAMEWORK

Toyota has established the framework for the achievement of sustainable goals which affirms the close ties between business activities and the achievement of sustainable goals in various perspectives as follows:



Toyota bahkan telah menetapkan target spesifik dalam mendukung pencapaian tujuan keberlanjutan SDGs pada aspek lingkungan, khususnya dalam menjawab isu perubahan iklim, dengan mendeklarasikan “Toyota Environmental Challenge 2050”.

Toyota Environmental Challenge 2050 (TEC-2050), menegaskan target Toyota untuk menurunkan volume emisi CO₂ hingga nihil pada tahun 2050, dari seluruh mata rantai kegiatan bisnis otomotif yang dijalankan, mulai dari produk, proses produksi hingga rantai pasok, bahkan menargetkan terbentuknya budaya ramah lingkungan dari para konsumen Toyota di seluruh dunia.

Pernyataan Toyota Environmental Challenge 2050

Challenge - 1	Zero CO ₂ emission in every new vehicle.
Challenge - 2	Zero CO ₂ emission by way of a vehicle’s life cycle.
Challenge - 3	Zero CO ₂ emission in plants.
Challenge - 4	Minimizing and optimizing water usage.
Challenge - 5	Creating a recycling-based global society.
Challenge - 6	Establishing a future society in harmony with nature.

Toyota Indonesia, kemudian juga telah menetapkan perwujudan komitmen tanggung jawab Toyota Indonesia terhadap lingkungan dilandaskan pada Kebijakan Dasar Lingkungan dalam Deklarasi GREEN.

Pada aspek sosial, Toyota Indonesia menggaungkan deklarasi “Toyota Berbagi” (Bersama MemBANGun Indonesia) dalam menjalankan program-program tanggung jawab sosial.

Toyota Indonesia mendukung pencapaian tujuan keberlanjutan SDGs dengan menjalankan kegiatan operasional maupun sosial mengacu pada ketiga deklarasi tersebut.

Toyota has even established specific targets in support of achieving SDGs in environmental aspect, specifically in answering the issue of climate change, by stating the declaration of “Toyota Environmental Challenge 2050”.

The Toyota Environmental Challenge 2050 (TEC-2050) affirms Toyota’s target to reduce CO₂ emission volume to zero by the year 2050, from the entire carried out chain of automotive business activities, from products, production processes to supply chain, even targeting the formation of an environmentally friendly culture of Toyota consumers around the world.

Declaration of Toyota Environmental Challenge 2050

Toyota Indonesia has also established the manifestation of its responsibility commitment towards the environment based on the Basic Environmental Policy under green GREEN Declaration, as described below.

On the social aspect, Toyota Indonesia echoes the declaration of “Toyota Berbagi” (Toyota is Sharing, Along With Building Indonesia) in carrying out its social responsibility programs.

Toyota Indonesia supports the achievement of SDGs by implementing operational and social activities in line with the three above declarations.



Pabrik Mesin Toyota di Sunter. Toyota Engine Factory in Sunter.



G
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N

Giatkan pertumbuhan perusahaan serta berkontribusi terhadap perlindungan lingkungan bagi kesejahteraan masyarakat.

Growth of the company should not set aside the contribution toward environmental preservation for the welfare of community.

- Berinisiatif, menjalin kerja sama dan hubungan erat dengan masyarakat dalam perlindungan terhadap lingkungan, seiring dengan pertumbuhan bisnis perusahaan.
- Initiate to establish cooperation and close relationship with the community in terms of environmental preservation, in line with the company's business growth.

Regulasi, undang-undang, dan persyaratan lingkungan yang ada harus ditaati serta mencegah adanya komplain.

Regulations, laws, and requirements of environmental should be adhered as well as preventing any arising complaint.

- Memenuhi segala aspek legal serta persyaratan lain yang harus diikuti oleh TMMIN dengan tujuan untuk penyelamatan lingkungan dan mencegah terjadinya komplain.
- Meet all the legal aspects as well as other requirements that must be followed by TMMIN with the aim of saving the environment and prevent complaints.

Eliminasi dampak lingkungan terhadap sumber daya alam.

Eliminate the environmental impact toward natural resources.

- Perbaiki terus menerus dengan menjalankan program 6R untuk mengeliminasi/meminimalkan dampak terhadap lingkungan.
- Continuous improvement by carrying out the 6R program to eliminate/minimize the impact on the environment.

Evaluasi dan penetapan target yang menantang sebagai indikator kinerja lingkungan.

Evaluate and set challenging target as the environmental performance indicator

- Meninjau secara periodik untuk tantangan ke depan untuk meningkatkan target terhadap indikator kinerja lingkungan dalam menuju pencapaian *zero emission*.
- Review challenge to improve the target of environment performance indicator toward zero emission achievement

Nyatakan kepedulian lingkungan karyawan dengan meningkatkan pola pikir selalu melindungi alam.

Nature conservation should always be the mindset priority of employee.

- Meningkatkan edukasi dan kepedulian lingkungan bagi seluruh karyawan.
- Improve environmental education and awareness of all employees.





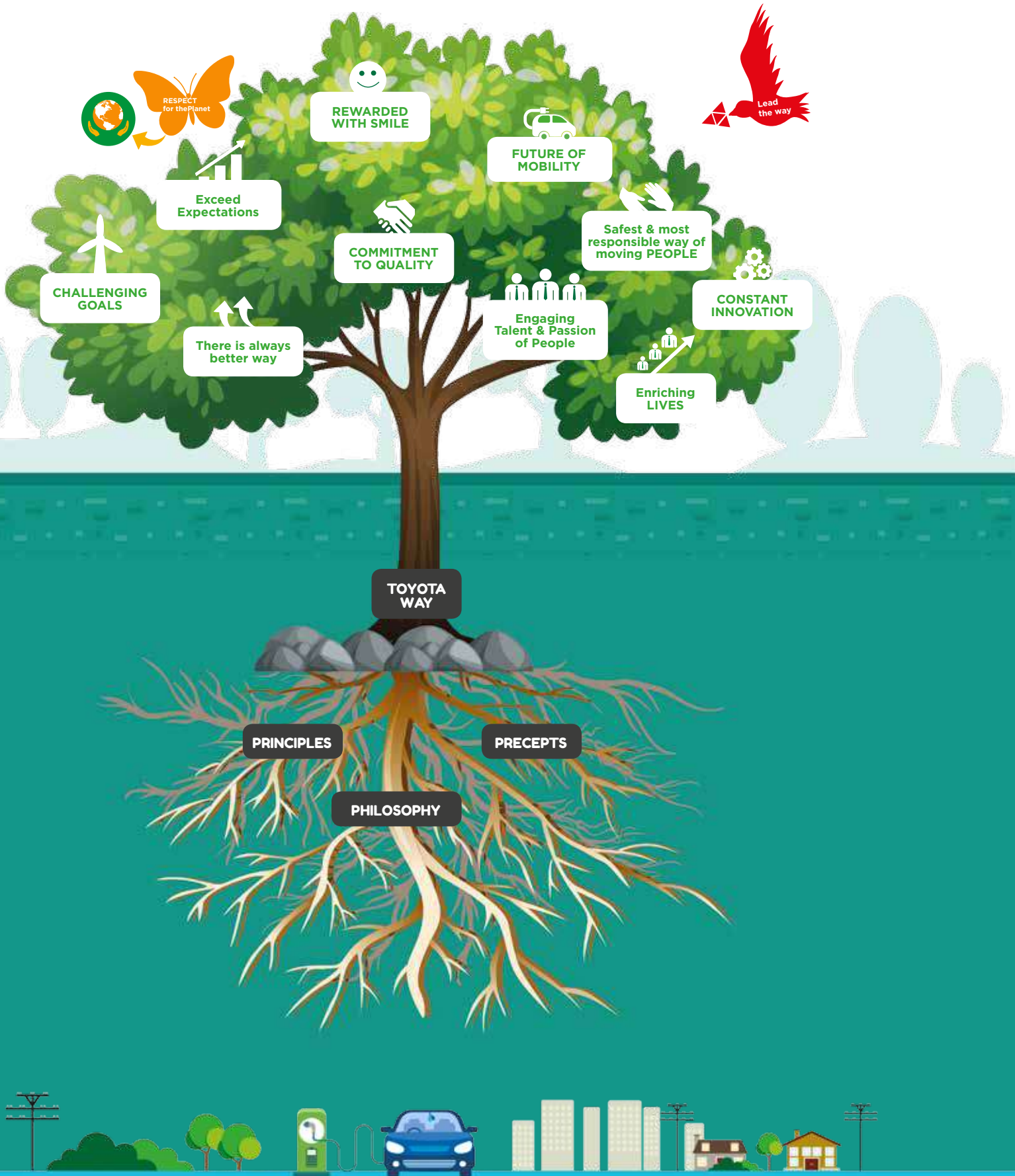


01

Nilai-Nilai Keberlanjutan Toyota Kami

Toyota Sustainable Values





Visi dan Nilai Keberlanjutan

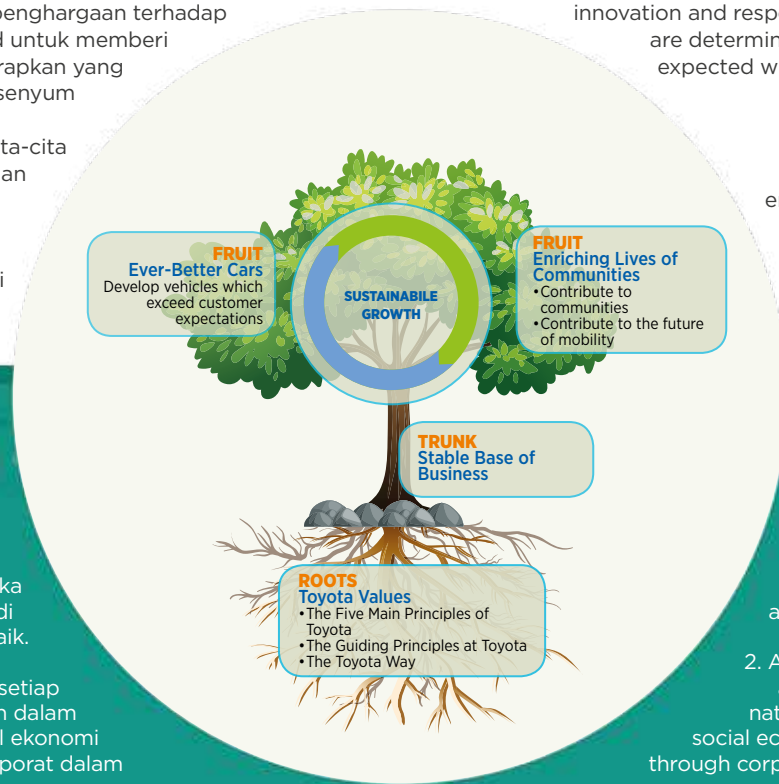
Vision and Sustainability Values

VISI TOYOTA GLOBAL

- Toyota akan memimpin jalan menuju masa depan mobilitas, meningkatkan kualitas kehidupan di seluruh dunia dengan cara yang paling aman dan bertanggung jawab dalam mendukung mobilitas manusia.
- Melalui komitmen kami terhadap kualitas, inovasi berkelanjutan, dan penghargaan terhadap bumi, kami bertekad untuk memberi lebih dari yang diharapkan yang akan membuahkan senyum kebahagiaan.
- Kami akan meraih cita-cita yang penuh tantangan dengan melibatkan para talenta terbaik dan semangatnya, yang selalu meyakini akan adanya jalan yang lebih baik.

VISI TOYOTA GLOBAL

- Toyota will lead the way to the future of mobility, enhancing the quality of life around the world with the safest and most responsible ways of supporting people's mobility.
- Through our commitment to quality, constant innovation and respect for the planet, we are determined to give more than expected which will be rewarded with a happy smile.
- We will achieve our challenging goals by engaging the best and passionate talents, who continuously believe there is always a better way.



PEDOMAN POKOK TOYOTA

1. Menghormati bahasa dan azas hukum setiap negara dan melakukan kegiatan korporat yang terbuka dan adil agar menjadi warga dunia yang baik.
2. Menghargai budaya dan adat kebiasaan setiap negara dan berperan dalam pembangunan sosial ekonomi melalui kegiatan korporat dalam masyarakat.
3. Berperan menyediakan produk yang ramah lingkungan dan aman serta meningkatkan kualitas hidup di manapun berada melalui seluruh kegiatannya.
4. Menciptakan dan mengembangkan teknologi canggih dan menyediakan produk serta layanan unggulan untuk memenuhi kebutuhan pelanggan di seluruh dunia.
5. Membangun budaya perusahaan yang dapat mendorong kreativitas individu serta kerja sama tim, dengan tetap menjunjung tinggi rasa saling percaya dan saling menghormati antara karyawan dan pimpinan.
6. Berupaya terus berkembang selaras dengan komunitas global melalui manajemen yang inovatif.
7. Bekerja sama dengan mitra usaha dalam riset dan kreasi untuk meraih pertumbuhan jangka panjang dan hubungan saling menguntungkan yang stabil, dengan tetap bersikap terbuka terhadap kemitraan baru.

TOYOTA MAIN GUIDELINES

1. Respect the language and the principles of the law of every nation and undertake open and fair corporate activities to be a good corporate citizen.
2. Appreciate the culture and customs of every nation and contribute to social economic development through corporate activities in the communities.
3. Takes the role to provide environmentally-friendly and safe products as well as to enhance the quality of life everywhere through all of our activities.
4. Create and develop advanced technological innovations, and provide outstanding products and services that fulfill the needs of our customers worldwide.
5. Foster a corporate culture that encourage both individual creativity and teamwork, while honoring mutual trust and respect between the workforce and the management.
6. Strive to continuously grow in harmony with the global community through innovative management.
7. Work together with business partners in research and design to achieve stable, long-term growth and mutual benefits, while keeping ourselves open to new partnerships.



TOYOTA WAY 2020

1

Act for Other

We strive to keep the perspectives of our customers and stakeholders at the core of our efforts everyday. Putting ourselves in other's positions, we go beyond the impossible.

2

Work with Integrity

We always consider where today's work should take us and how it impacts those around us. We forge a path to our objective with integrity and honesty.

3

Drive Curiosity

Taking a personal interest in everything, we ask questions to uncover the mechanics behind phenomena. This mindset generates new ideas.

4

Observe Thoroughly

Humans sense things instinctively in ways that machines can't. We bring together hard data while personally seeing, feeling, and interpreting the situation, exercising Genchi Genbutsu to discover the most creative and best solutions quickly.

5

Get Better and Better

Today, and everyday, we take ownership to sharpen the skills of ourselves and each other with heart, mind, body to meet the evolving needs of our customers.

6

Continue the Quest for Improvement

We believe in the natural ability of people to change things for the better. Every improvement, regardless of size, is valuable. Encouraging both incremental and breakthrough innovative thinking, we seek to evolve with Kaizen, never accepting the status quo.

7

Create Room to Grow

Focusing on what's essential, we eliminate waste and manage our resources carefully to create room to grow. This is the foundation for agility and the cultivation of new ideas for the future.

8

Welcome Competition

We welcome the competition, without ego. It pushes us to improve and better serve our customers and society, creating more value and a better experience.

9

Show Respect for People

No work is solitary. No job is a one-person endeavor. We make the most of diverse perspectives turning differences into fortitude as one team. With fundamental respect for people, we create an environment where all feel welcome, safe and heard, and everyone can contribute their best toward meaningful goals.

10

Thank People

We owe our existence to our customers, members, partners, stakeholders and communities. We say "Thank You" to everyone we encounter today.



Visi dan Misi

Vision and Mission

FILOSOFI

“Kualitas, Fleksibilitas, Integritas.”

Berkembang bersama masyarakat dan lingkungan dengan menciptakan produk global berkualitas yang dibuat dengan mempraktikkan Fleksibilitas dan Integritas.

VISI

1. Menjadi perusahaan manufaktur global untuk mengembangkan operasional manufaktur terbaik untuk menghasilkan produk berkualitas global yang dapat dengan mudah menyesuaikan kebutuhan pasar di tiap negara dan mempertahankan serta terus memperluas bisnis perusahaan.
2. Menjadi perusahaan terdepan dalam Pengembangan Teknologi Mobil Ramah Lingkungan di Indonesia.

MISI

Menjadi perusahaan yang dikagumi dengan berkontribusi kepada bangsa Indonesia dan Toyota Global melalui manufaktur produk yang sesuai dengan kebutuhan pasar dan ekspektasi pemerintah, meningkatkan ekspor, serta pengembang Sumber Daya Manusia.

PHILOSOPHY

“Quality, Flexibility, Integrity.”

To grow with the community and the environment through the creation of world class products made with Flexibility and Integrity.

VISION

1. To become a global manufacturing company to develop the best manufacturing operations to produce global quality products that accommodate market needs in each country also to sustain and expand Company’s business.
2. Frontier of Eco Car Technology Development in Indonesia.

MISSION

To contribute more to the nation & Toyota Global through sustainable local manufacturing of model that meet customer and government expectation, boosting export, and people development.



Kantor Pusat Toyota
Indonesia di Sunter.
Toyota Indonesia Head
Office in Sunter.



7 Prinsip Utama

Main Principles

TMMIN memiliki 7 (tujuh) prinsip utama yaitu:

Integritas, Visioner, Inovasi, Kerja Sama, Rasa Hormat, Kepemilikan, dan Berita Buruk Terlebih Dahulu.

TMMIN advocates 7 (seven) main principles, namely: **Integrity, Vision, innovation, Partnership, Respect, Ownership, and Bad News First.**



1 Integritas

Integrity

Kami menjunjung tinggi integritas dan bertindak berdasarkan janji.

- Bertindak secara bertanggung jawab sesuai dengan janji (*walk the talk*).
- Menunjukkan integritas dan etika dalam kegiatan kerja sehari-hari berdasarkan prinsip Tata Kelola Perusahaan yang Baik.

We uphold integrity and honor our commitments.

- Act responsibly in accordance with our promises (*walk the talk*).
- Demonstrate integrity and ethics in daily activities, as prescribed by the principles of Good Corporate Governance.



4 Kerja Sama

Partnership

Kami membangun dan mensinergikan kekuatan tim, mengikat hubungan yang harmonis dengan para pemangku kepentingan kami.

- Membangun sinergi dan konsensus melalui kolaborasi lintas fungsional untuk mencapai tujuan.
- Membina hubungan yang harmonis berdasarkan saling pengertian dengan para pemangku kepentingan kami.

We build and synergize the power of teams, and build harmonious relationships with our stakeholders.

- Build synergy and consensus through cross functional collaboration to achieve goals.
- Nurture harmonious relationships with our stakeholders that are based on mutual understanding.



5 Rasa Hormat

Respect

Kami menghormati anggota tim, rekan, dan atasan serta mendengarkan pendapat orang lain dengan pikiran dan hati yang terbuka.

- Menghormati dan menghargai anggota tim kami, rekan-rekan, dan atasan.
- Membangun suasana kerja yang kondusif dan harmonis.

We respect our team members, colleagues, and superiors and listen to the opinion of others with an open mind and heart.

- Honor and respect our team members, colleagues, and superiors.
- Build a conducive and harmonious working atmosphere.





2 Visioner Visionary

Kami berkontribusi pada perkembangan industri dan masyarakat Indonesia dan menempatkan kepentingan pelanggan sebagai prioritas pertama.

- Berkontribusi untuk bangsa dan masyarakat Indonesia.
- Fokus pada kebutuhan pelanggan dengan memprediksikan dan merespons kebutuhan perubahan dan peluang bisnis pasar.

We contribute to the development of the Indonesian society and its industry, and prioritize customer interests.

- Contribute to the nation of Indonesia.
- Focus on customer needs by foreseeing and responding to the market's changing requirements and business opportunities.



3 Inovasi Innovation

Kami terus melakukan perbaikan dan mendorong inovasi.

- Tidak kenal lelah dan tidak mudah puas dalam mengejar peningkatan (*kaizen*).
- Berani untuk berubah dan mengambil risiko untuk proses dan hasil yang lebih baik.

We continuously make improvements and driving for innovation.

- Relentless and never easily satisfied in the pursuit of improvement (*kaizen*).
- Dare to change and take risks to improve processes and results.



6 Kepemilikan Ownership

Kami bekerja sebagai unit dengan rasa kepemilikan, berjuang untuk mencapai tujuan dengan usaha kita sendiri.

- Melakukan tugas kami dengan rasa kepemilikan dan tanggung jawab.
- Aktif berdiri untuk semua kepentingan perusahaan (*defend our castle*).

We work as a unit, have a sense of ownership, and strive to achieve goals.

- Responsibility: We perform our duties with a sense of ownership and responsibility.
- Loyalty: We stand behind the Company (defend our castle).



7 Sampaikan Abnormalitas Segera Deliver Abnormality

Kami melaporkan berita buruk dengan segera untuk memastikan pemecahan masalah yang terbaik dan tepat waktu.

- Laporkan kabar buruk pertama kali pada atasan kami untuk memastikan penanggulangan yang tepat telah dilakukan.
- Berani untuk mengekspresikan pendapat dan saran dengan cara baik dan sopan.

We report bad news promptly so that any problems can be solving in a timely manner.

- Report bad news to superiors to ensure that the correct measures are taken.
- Express our opinion and give advice in a kind and polite way.



Profil TMMIN

Profile of TMMIN



Nama Perusahaan
Name of Company

PT Toyota Motor Manufacturing Indonesia

Alamat Kantor Pusat
Head Office Address

PT Toyota Motor Manufacturing Indonesia
Jl. Laksamana Yos Sudarso
Sunter II - Jakarta 14330, Indonesia
Tel.: 021-651 551 ext. 2727
Fax.: 021-652 1587
E-mail: tmmin.pr@toyota.co.id
Website: <http://www.toyotaindonesiamanufacturing.co.id/>

Bidang Usaha
Line of Business

Produksi Mobil dan Komponen
Ekspor Mobil dan Komponen
Production of Automobiles and Components
Export of Automobiles and Components

Jumlah dan Nama Tempat Beroperasi
Number and Name of Place of Operation

1 (satu), Indonesia
1 (one), Indonesia

Kepemilikan
Ownership

Toyota Motor Corporation	95%
Astra International	5%

Tanggal Pendirian
Date of Establishment

12 April 1971
12 April 1971

Pasar yang Dilayani
Markets Served

Pasar Mobil dan Komponen seluruh masyarakat di Indonesia
Pasar Mobil dan Komponen di pasar ekspor
Market for Cars and Components for the whole society in Indonesia
Market for Cars and Components in the export market

**Perubahan Signifikan
selama Periode Pelaporan**
Significant Changes
during the Reporting Period

Tidak ada perubahan signifikan pada organisasi, namun terdapat perubahan signifikan pada pelaksanaan kegiatan operasional, karena adanya pandemi COVID-19
There were no significant changes in the organization, but there were significant changes in the implementation of operational activities, due to the COVID-19 pandemic.

Dasar Hukum Pendirian
Legal Basis of Establishment

Akta Pendirian No. 23 tanggal 12 April 1971
Deed of Establishment No. 23 dated 12 April 1971

Keanggotaan pada Asosiasi
Membership of the Association

GAIKINDO

Skala Organisasi
Scale of Organization

Kantor Pusat:	1
Pabrik di Sunter dan Karawang:	5
Produksi Kendaraan Brand Toyota:	515.600
Ekspor Kendaraan Utuh Bermerek Toyota:	208.500
Negara Tujuan Ekspor: Kawasan Asia-Pasifik, Timur Tengah, Amerika Latin, Afrika, dan Karibia	
Head Office:	1
Plants in Sunter and Karawang:	5
Vehicle Production of Toyota Brand:	515,600
Toyota Brand Production CBU Export:	208,500
Export Destination Countries: Asia-Pacific Region, Middle East, Latin America, Africa and the Caribbean	

Jumlah Karyawan
Number of Employees

8.000 Karyawan TMMIN per 31 Desember 2019
8,000 TMMIN Employees as of 31 December 2019

Tabel Fasilitas Produksi

Production Facility Table

Pabrik Plant	Pabrik-1/Plant-1 Karawang	Pabrik-2/Plant-2 Karawang	Pabrik-3/Plant-3 Karawang	Pabrik-1/Plant-1 Sunter	Pabrik-2/Plant-2 Sunter
Lokasi Location	Karawang, Jawa Barat Karawang, West Java			Jakarta Utara, DKI Jakarta North Jakarta, DKI Jakarta	
Tahun Mulai Berproduksi Year Commencing Production	1998	2013	2016	1973	1977
Lini Produksi Production Line	Innova, Fortuner	Vios, Yaris, Sienta	Standard Passenger Car Engine RNR Series	IMV Engine TR Series	Stamping parts/die castings
Kapasitas Tahunan Annual Capacity	130.000 unit 130,000 units	120.000 unit 120,000 units	216.000 unit 216,000 units	Mesin: 195.000 unit Cor Logam: 12.000 ton Engine: 195,000 units Metal Cast: 12,000 tons	Press & Casting Parts: 96.000 unit dan 12.000 ton Dies and Jigs: 240 C-points



Situasi pabrik di Karawang dengan menerapkan protokol kesehatan di masa pandemi.
Karawang factory situation implementing health protocols during the pandemic.



Sekilas PT Toyota Motor Manufacturing Indonesia

Glimpse of PT Toyota Motor Manufacturing Indonesia

PT Toyota Motor Manufacturing Indonesia (TMMIN) merupakan perusahaan manufaktur otomotif yang menerapkan teknologi tinggi berlandaskan konsep *built-in quality* dan *just in-time*, Toyota Indonesia terus menjaga kepuasan konsumen dengan tetap mengedepankan kualitas. TMMIN telah berkiprah lebih dari 50 tahun menghadirkan kendaraan berteknologi tinggi serta konsisten meningkatkan ekspor produk otomotif ke kawasan Asia Pasifik, Amerika Latin, Afrika, dan Timur Tengah yang memberikan kontribusi positif pada neraca perdagangan.

TMMIN menyadari bahwa arti penting dari keberadaannya di Indonesia adalah untuk dapat tumbuh dan berkembang bersama masyarakat. TMMIN mendukung pengembangan industri otomotif melalui pengembangan SDM, pemasok lokal, peningkatan TKDN (Tingkat Komponen Dalam Negeri) untuk membangun daya saing industri otomotif Indonesia dan untuk mendukung pertumbuhan perekonomian bangsa.

PT Toyota Motor Manufacturing Indonesia (TMMIN) is an automotive manufacturing company that applies high technology and uses the concepts of “built-in quality” and “just-in-time”. Toyota Indonesia maintains customer satisfaction by consistently maintaining quality. TMMIN served the market in Indonesia for more than 50 years, providing hi-tech motor vehicles, while consistently increasing the export of automotive products to the regions of Asia Pacific, Latin America, Africa, and the Middle East that contribute positively to Indonesia’s trade balance.

TMMIN realizes that the importance of its presence in Indonesia is to grow and develop with the community. TMMIN contributes to the development of the Indonesian automotive industry through human resources development, local suppliers, increase in the Level of Local Components to improve the competitiveness of the Indonesian automotive industry and to support the country’s economic growth.

Adopsi dan Dukungan terhadap Prakarsa Internasional [102-12]

Plant	Plant-1 Karawang
ISO 14001: 2015- Environmental Management System	Standar internasional sistem manajemen lingkungan, telah tersertifikasi oleh AJA Singapura yang berkaitan dengan pengelolaan lingkungan untuk meminimalkan dampak negatif kegiatan operasional terhadap lingkungan. International standards on the environmental management system. Certified by AJA Singapore, associated with the management of the environment to minimize the negative impacts of operational activities to the environment.
ASEAN Economic Operator (AEO)	Standar internasional bagi perusahaan logistik untuk mendapat pengakuan oleh Direktorat Jenderal Bea dan Cukai, sehingga mendapatkan perlakuan kepabeanan tertentu. International standards for logistic companies to obtain recognition by the Directorate General of Customs and Excise, in order to acquire specific customs facilitation

Adoption and Support of International Initiatives [102-12]

Pelibatan Pemangku Kepentingan

Dalam merealisasikan berbagai program pengembangan usaha maupun program-program terkait dalam rangka mendukung pencapaian rumusan tujuan keberlanjutan dalam SDGs, TMMIN melibatkan para pemangku kepentingan melalui beragam program dan kegiatan interaksi partisipatif yang bersifat internal dan eksternal. Program pelibatan yang bersifat internal terwujud dalam hubungan dengan karyawan sedangkan program eksternal mencakup hubungan dengan masyarakat setempat dan melibatkan mereka agar dapat mewujudkan manfaat maksimal dari setiap program yang dijalankan dan yang terpenting, dapat bersama-sama mewujudkan tujuan keberlanjutan, yakni meningkatnya kesejahteraan sekaligus terpeliharanya lingkungan.

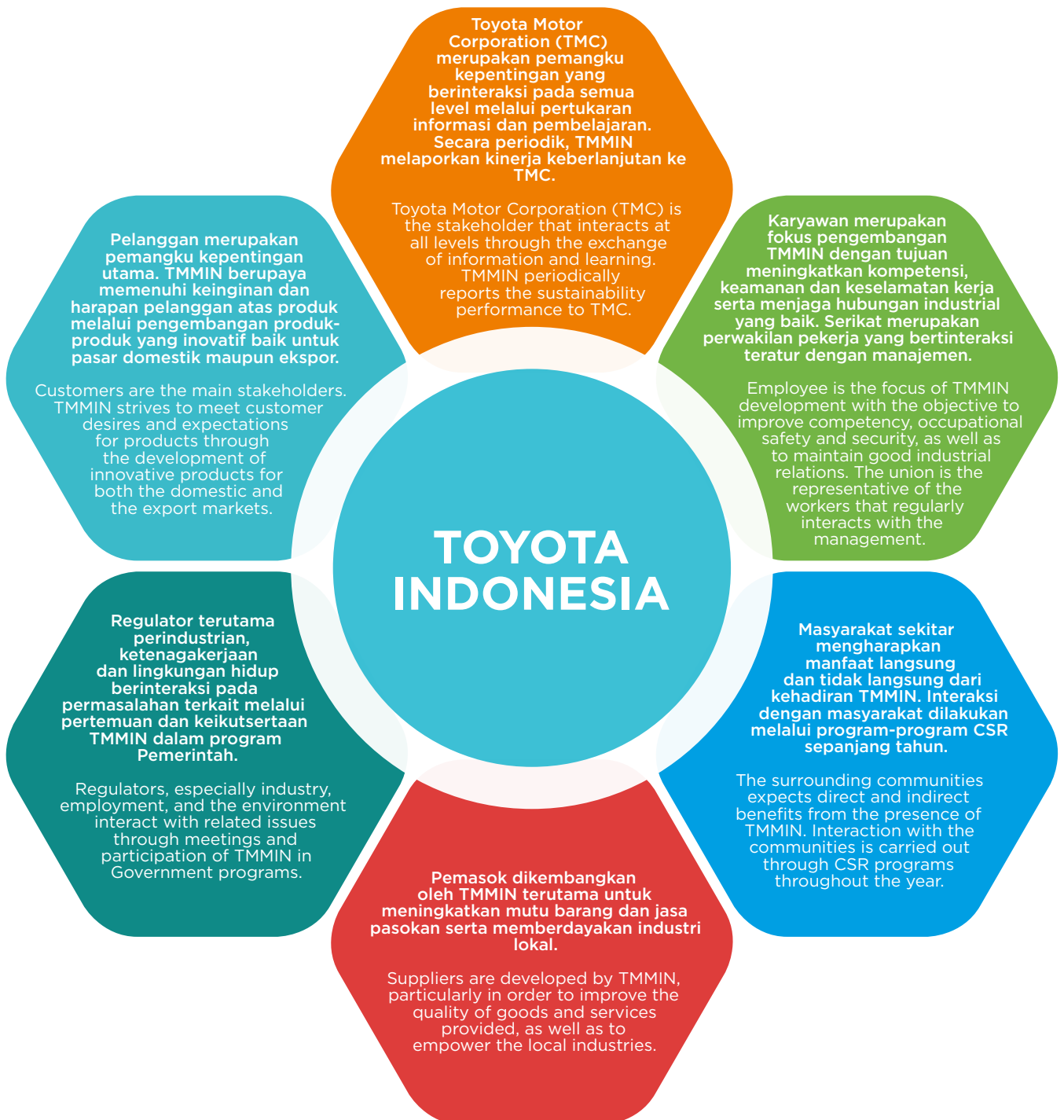
Stakeholder Engagement

In actualizing various business development programs related to efforts supporting the achievement of the formulation of SDGs, TMMIN engages stakeholders through various programs and participatory interaction activities, internally and externally. Internal engagement program is manifested in the relationship with employees, while external program covers relationship with the local communities and involving them so that maximum benefits from each of the implemented program are manifested, and most importantly, together in the effort to actualize the sustainability goals, namely the improvement of the welfare and the preservation of the environment.



Pemangku Kepentingan Toyota Indonesia [102-40, 102-42, 102-43, 102-44]

Stakeholders of Toyota Indonesia



Tonggak Sejarah

Milestones

1971

Cikal bakal Toyota di Indonesia dimulai dengan pendirian PT Toyota-Astra Motor yang bergerak sebagai importir dan distributor kendaraan merek Toyota.

The beginning of Toyota in Indonesia began with the establishment of PT Toyota-Astra Motor which operates as an importer and distributor of Toyota brand vehicles.

1973

Pabrik perakitan PT Multi Astra didirikan seiring dengan semakin tingginya produksi Toyota serta keinginan Toyota untuk dapat melakukan pengecekan kualitas yang menyeluruh dan mandiri.

PT Multi Astra was established due to the increasing production of Toyota as well as Toyota desire to carry out comprehensive and independent quality check.

1974

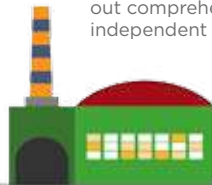
Yayasan Toyota & Astra didirikan sebagai lembaga CSR yang bergerak dibidang pendidikan.

Toyota & Astra Foundation was established as a CSR institution engaged in educational sector.

1976

PT Toyota Mobilindo didirikan sebagai pabrik pembuat komponen bodi kendaraan.

PT Toyota Mobilindo was established as a plant for vehicle's body manufacturer.



2003

Restrukturisasi TAM menjadi PT Toyota Motor Manufacturing Indonesia (TMMIN) dengan TAM sebagai distributor.

Restructuring of TAM into PT Toyota Motor Manufacturing Indonesia (TMMIN) with TAM acted as distributor.



2004

Toyota Avanza dan Daihatsu Xenia diluncurkan sebagai hasil kerja sama Toyota dan Daihatsu. Selain itu, Toyota Innova sebagai Kijang generasi kelima juga diluncurkan.

Toyota Avanza and Daihatsu Xenia was launched as a collaboration of Toyota and Daihatsu. In addition, Toyota Innova was also launched as fifth generation of Kijang.



2006

Fortuner diproduksi untuk pertama kalinya.

Fortuner was produced for the first time.

2007

Wajah baru Kijang dan Innova.

Facelift of Kijang and Innova.

2008

Diperkenalkannya Prius di Indonesia.

Prius was introduced in Indonesia.

2011

TMMIN mendirikan pabrik kedua di Karawang.

TMMIN established second plant in Karawang.

2012

Penambahan investasi Toyota dan lima perusahaan Toyota Group lainnya sebesar Rp13 triliun.

Investment addition of Toyota and five other Toyota Group companies amounted Rp13 trillion.



2013

Etios Valco diluncurkan dan Innova mendapatkan tampilan baru.

Etios Valco has launched and Innova has facelift.

2014

Pabrik mesin baru didirikan dan Yaris diluncurkan.

New engine plant was established and Yaris was launched.

1977

Kijang generasi pertama diluncurkan.

First generation of Kijang was launched.



1982

PT Toyota Engine Indonesia didirikan sebagai pabrik mesin Toyota pertama di Indonesia.

PT Toyota Engine Indonesia was established as the first Toyota's engine plant in Indonesia.



1987

Ekspor perdana Toyota (Kijang generasi ketiga) ke beberapa negara di kawasan Asia Pasifik.

Toyota's initial export (third generation of Kijang) to several countries in Asia Pacific.



1989

Penggabungan empat perusahaan yakni PT Toyota-Astra Motor, PT Multi Astra, PT Toyota Mobilindo, dan PT Toyota Engine Indonesia menjadi satu dengan nama PT Toyota-Astra Motor (TAM).

Merger of four companies namely PT Toyota-Astra Motor, PT Multi Astra, PT Toyota Mobilindo, and PT Toyota Engine Indonesia into PT Toyota-Astra Motor (TAM).



2000

Pabrik Terintegrasi Toyota didirikan di Karawang.

Toyota Integrated Plant was established in Karawang.



2015

Peluncuran All New Kijang Innova (sebagai Kijang generasi ke-6) dan dimulainya *feasibility study* kendaraan CNG bersama Pemerintah Indonesia.

Launching of All New Kijang Innova (as the 6th generation) and the beginning of CNG vehicle study with the Government of Indonesia.



2016

- Peluncuran All New Toyota Fortuner.
- Pabrik mesin aluminium Karawang Plant 3 diresmikan.
- Dimulainya produksi lokal Sienta.
- Kelulusan angkatan pertama TIA (Toyota Indonesia Academy)

- Launching All New Toyota Fortuner.
- Inauguration of aluminium machinery factory Karawang Plant 3.
- Start of local Sienta production.
- Graduation of TIA (Toyota Indonesian Academy) first batch

2017

Ekspor kendaraan T-Brand mencapai 200K, volume tertinggi sejak 5 tahun terakhir.

T-Brand vehicle export achieved 200K, the highest volume since the past 5 years.



2018

- Ekspor Kendaraan T-Brand mencapai 206.600 unit, merupakan rekor tertinggi sejak 6 tahun terakhir.
- Peluncuran Riset *Comprehensive Electrified Vehicle* melibatkan perguruan tinggi.
- Toyota Indonesia berhasil menandai pencapaian lebih dari 1 juta ekspor kendaraan utuh.
- Wisuda Angkatan Ke-3 Akademi Komunitas Toyota Indonesia (TIA).

- Export of T-Brand Vehicles reached 206,600 units, the highest record since the last 6 years.
- Launch of Comprehensive Electrified Research Vehicle involves the universities.
- Toyota Indonesia successfully marked the achievement of more than 1 million intact vehicle exports.
- Graduation of the 3rd Batch of the Toyota Indonesia Community Academy (TIA).

2019

- Menjalin kesepakatan dan kolaborasi dengan PT Indonesia Asahan Aluminium (Inalum) dalam penggunaan aluminium *foundry alloy* untuk produksi *velg* mobil Toyota.
- TMMIN memberikan dukungan pengembangan Koperasi Batur Jaya Klaten dalam memproduksi *cylinder sleeve*, sebagai bagian penguatan rantai pasok. TMMIN melalui Institut Otomotif Indonesia (IOI) sebagai inisiator memfasilitasi program pengembangan Industri Kecil Menengah (IKM) yang tergabung dalam Koperasi Batur Jaya.
- Salah satu siswa TIA, Mochammad Hafid Fauzi berhasil memboyong medali perunggu dalam Ajang Kontes Keterampilan Tingkat Dunia (The 45th World Skill Competition) yang berlangsung di Kazan, Rusia.
- TMMIN bersama UGM melaksanakan penandatanganan MoU Kemitraan Pendidikan, Penelitian, dan Pengabdian Masyarakat sebagai bagian dari upaya mengembangkan riset industri serta Link & Match antara industri dan akademisi, kemitraan riset, TMMIN, dan UGM.
- PT TMMIN merayakan kelulusan 63 wisudawan Akademi Manufaktur Otomotif TIA yang terdiri dari angkatan ke-4 Jurusan Teknik Pemeliharaan Mesin Otomasi dan angkatan ke-1 Jurusan Tata Operasi Perakitan Kendaraan Roda 4.



2020

- **9 Juni-17 Juli**
Program Penanggulangan COVID-19 bersama Toyota Indonesia
TMMIN menyerahkan 17 unit Kijang Innova ambulans serta 108.000 Alat Pelindung Diri (APD) dan 40.000 *face mask* yang diserahkan ke berbagai instansi, seperti Palang Merah Indonesia, Kementerian Kesehatan Republik Indonesia, dan Pemprov DKI Jakarta. Sebagai bagian dari bantuan tersebut, TMMIN menyerahkan bantuan kepada Pemerintah Daerah dan Pondok Pesantren:
 - 2 unit Kijang Innova ambulans dan 3.000 APD, untuk Pemda Karawang

- 1 unit Kijang Innova ambulans dan 3.000 *face mask*, untuk Pemda Bekasi
- 1 unit Kijang Innova ambulans, 2.250 *face mask*, *hand sanitizer*, dan paket bahan pokok kepada Pondok Pesantren An Nawawi Tanara, Banten.
- **8 Juni**
Berbagi Pengalaman dan Pengetahuan TMMIN dalam membantu penanggulangan COVID-19.
- Pendirian Kampung Siaga COVID-19
- **3 Desember**
Setengah Dekade AKTI Menghasilkan Lebih dari 200 lulusan Berkualitas Global
TMMIN merayakan kelulusan 64 wisudawan Akademi Komunitas Toyota Indonesia (AKTI), sehingga secara total AKTI telah menghasilkan 223 lulusan D1 dan D2 (angkatan 1 hingga angkatan 5) bersertifikasi BNSP



yang sebagian besar sudah menjadi bagian TMMIN dan perusahaan rantai suplai otomotif.

- **31 Desember**
Tambahan Destinasi Tujuan Ekspor Mobil T-Brand pada Masa COVID-19
TMMIN berhasil menambah negara-negara tujuan ekspor mobil T-Brand di masa COVID-19, yakni di Kawasan Amerika Selatan. Total ekspor T-Brand akhirnya mencapai angka 142.993 unit, menunjukkan adanya tren pemulihan di akhir tahun 2020.



- Make agreement and collaboration with PT Indonesia Asahan Aluminium (Inalum) for the use of aluminum foundry alloy for the production of Toyota car velg.
- TMMIN provides support for the development of the Koperasi Batur Jaya Klaten in producing cylinder sleeves, as part of strengthening the supply chain. TMMIN, through the Indonesian Automotive Institute (IOI) as the initiator, facilitates the Small and Medium Industry (IKM) development program which is part of the Batur Jaya Cooperative.
- One of the TIA students, Mochammad Hafid Fauzi, won a bronze medal in the 45th World Skill Competition which took place in Kazan, Russia.
- Together with UGM, TMMIN signed an MoU of Education, Research and Community Service Partnership as part of the efforts to develop industrial research as well as Link & Match between the industry and the academia, research partnerships, TMMIN, and UGM.
- PT TMMIN celebrated the graduation of 63 of TIA Automotive Manufacturing Academy graduates, consisting of the 4th batch of the Automation Machine Maintenance Engineering Department and the 1st batch of the 4-Wheeled Vehicle Assembly Operations Department.



• **9 June-17 July COVID-19 Countermeasures Program with Toyota Indonesia**

TMMIN handed over 17 units of Kijang Innova ambulance as well as 108,000 Personal Protective Equipment (PPE) and 40,000 face masks to various agencies, such as the Indonesian Red Cross, the Ministry of Health of the Republic of Indonesia, and the Regional Government of DKI Jakarta. As part of this assistance, TMMIN handed

over assistance to the Regional Government and Islamic Boarding Schools as follows

- 2 units of Kijang Innova ambulance and 3,000 PPE for the Karawang Local Government
- 1 unit of Kijang Innova ambulance and 3,000 face masks, for the local Government of Bekasi
- 1 unit of Kijang Innova ambulance, 2,250 face masks, hand sanitizers, and basic daily necessity packages to the Islamic boarding school of Pondok Pesantren An Nawawi Tanara, Banten.

- **8 June** Experience and Knowledge Sharing of TMMIN in assisting the Countermeasures of COVID-19.
- Construction of COVID-19 Standby Village

• **3 December Half a Decade of Toyota Indonesia Academy community (AKTI) Generating More than 200 Global Quality Graduates.**

TMMIN celebrated the graduation of 64 of Toyota Indonesia Academy Community (AKTI) graduates, so AKTI produced a total 223 BNSP certified D1 and D2 graduates (batch 1 to batch 5), most of whom have become part of TMMIN and automotive supply chain companies.

• **31 December Additional Destination for the Export of T-Brand Vehicles in the COVID-19 Period**

TMMIN succeeded in adding the export destination countries for T-Brand cars during the COVID-19 period, namely the South American Region. The total exports of T-Brand reached 142,993 units, indicating a recovery trend at the end of 2020.

Sambutan Presiden Direktur

Messages from the President Director

Di tengah tantangan pandemi COVID 19, Toyota Indonesia berkomitmen untuk memberikan produk terbaik bagi masyarakat Indonesia dan global.

Kami berupaya memberikan kontribusi maksimal dengan memproduksi kendaraan Toyota berkualitas global serta merealisasikan beragam program pencegahan pandemi melalui aktivitas internal maupun CSR demi mendukung upaya Pemerintah memutus rantai penyebaran virus COVID-19. Seluruh proses produksi juga terus kami upayakan semakin ramah lingkungan demi mendukung target pemerintah melalui industri hijau.

Para Pemangku Kepentingan yang Terhormat,

Kendati harus mengatasi kondisi usaha yang sangat berat akibat pandemi yang melanda, Toyota Indonesia tetap menunjukkan komitmennya untuk memberi manfaat terbaik kepada masyarakat maupun negara dengan merealisasikan beragam program pencegahan dan penanggulangan dampak COVID-19. Disaat bersamaan, kami tetap memperkenalkan produk baru berkualitas yang sesuai kebutuhan dan berinovasi untuk proses produksi yang semakin ramah lingkungan demi pencapaian kesejahteraan seluruh masyarakat dalam jangka panjang.

KINERJA KEBERLANJUTAN 2020

Memperhatikan besarnya dampak pandemi COVID-19 terhadap roda pemerintahan dan kehidupan masyarakat, kami memfokuskan sebagian besar program Toyota Berbagi untuk mencegah penyebaran virus dan menanggulangi dampaknya. Kami merealisasikan berbagai program bantuan langsung maupun tak langsung.

Untuk membantu program-program pemerintah dalam mengatasi pandemi, kami merealisasikan pemberian bantuan total 17 ambulans Innova, beserta sejumlah besar APD, *face mask*, masker maupun *hand sanitizer* kepada beberapa pihak terkait, meliputi Satgas Penanggulangan COVID-19, Pemerintah Daerah, maupun lembaga pendidikan. Kami bahkan menjalin kolaborasi dengan Balai Latihan Kerja dan Universitas Indonesia untuk mengembangkan dan memproduksi berbagai produk pencegahan penularan, seperti APD, *flocked swab*, *medical google*, dan sebagainya, yang hasilnya kami serahkan sebagai bantuan penanggulangan pandemi.



In the midst of the challenges of the COVID-19 pandemic, Toyota Indonesia is committed to providing the best products for the people of Indonesia and the world.

We strive to make a maximum contribution by producing Toyota vehicles with global quality and also realizing various pandemic prevention programs through internal and CSR activities to support the Government's efforts to break the chain of the COVID-19 virus spread. We also continue to strive for the entire production process to be more environmentally friendly in order to support the government's target through the green industry.

Dear Distinguished Stakeholders,

Despite to overcome hard times in business conditions due to the pandemic, Toyota Indonesia continues to show its commitment to provide the best benefits to the community and the country by realizing various prevention and mitigation programs due to the impact of COVID-19. At the same time, we continue to introduce quality new products that meet our needs and innovate for an increasingly environmentally friendly production process for the long-term prosperity of the entire community.

2020 SUSTAINABLE PERFORMANCE

Looking at how great the impact of COVID-19 pandemic has been on the government and the lives of the society, we remained with our focus mostly on the "Toyota Berbagi" program (Develop Indonesia Together) in preventing the spread of the virus and overcome its impact. We actualized a number of assistance programs both directly and indirectly.

In assisting government programs on handling the pandemic, we contributed a total of 17 Innova ambulances, along with a large number of PPE, face masks, masks and hand sanitizers to several related parties, including the COVID-19 Management Task Force, Regional Governments and educational institutions. We even collaborated with Work Training Centers and Universitas Indonesia to develop and produce various products of preventing the spread of the virus, such as PPE, flocked swab, medical goggles and others, of which the outcomes were contributed as assistance for pandemic countermeasures.



Untuk mendukung mobilitas para tenaga medis, kami mempersiapkan tidak kurang 68 unit mobil pendukung di 15 kota besar di Indonesia. Kami juga menyalurkan berbagai bentuk bantuan langsung kepada masyarakat terdampak, berkoordinasi dengan Satgas BNPB.

Pada saat bersamaan, kami tetap menjalankan kegiatan operasional dengan menerapkan protokol kesehatan ketat. Kami tetap berupaya menjalankan proses kerja yang terstruktur dan terintegrasi, dengan mengutamakan kesejahteraan manusia, kelestarian alam, dan perolehan manfaat ekonomi yang optimal agar dapat mengantisipasi perbaikan kondisi usaha dan memberikan manfaat jangka panjang.

Kami berkomitmen untuk tetap berupaya mewujudkan kontribusi terbaik bagi meningkatnya kualitas lingkungan dengan menjalankan berbagai program perbaikan pola produksi dan mengedepankan inovasi mengacu pada inisiatif “Toyota Environmental Challenge 2050” yang selaras dengan rumusan tujuan keberlanjutan *Sustainable Development Goals* (SDGs). Dalam mewujudkan tujuan ini, kami terus menerapkan berbagai inisiatif pengurangan konsumsi energi, reduksi emisi CO₂, mengurangi timbulan limbah dan mengefisienkan penggunaan air.

Kami bahkan semakin aktif merealisasikan berbagai program penghijauan melalui Toyota Forest, mengembangkan taman konservasi burung air di sekitar Pabrik Karawang, juga mengembangkan Arboretum Bamboo Park di sekitar pabrik Karawang dan Citarum Bamboo Forest di Karawang Barat

Komitmen kami dalam menjaga kelestarian lingkungan pada akhirnya mendapatkan apresiasi penghargaan PROPER Hijau dari Kementerian Lingkungan Hidup dan Kehutanan RI untuk Pabrik TMMIN Karawang 1 dan Pabrik TMMIN Sunter 2.

Di tahun 2020 yang penuh tantangan ini, kami juga tetap mewujudkan komitmen peningkatan kualitas sumber daya manusia Indonesia, dengan merealisasikan berbagai program pendidikan dan pelatihan. Kami melanjutkan program vokasi, program *link & match*, program Toyota Ecoyouth, program sertifikasi juga program pemberian beasiswa. Kami juga berupaya meningkatkan kapasitas program spesialis otomotif Toyota Indonesia Akademi, bahkan mendukung inovasi peserta didik untuk menciptakan robot UV disinfektan untuk mencegah penyebaran virus COVID-19.

To assist the mobility of the medical workforce, we prepared no less than 68 units of supporting vehicles in 15 big cities throughout Indonesia. We channelled through various direct assistance to the impacted communities, in cooperation with the BNPB Task Force.

At the same time, we continued with our operational activities by implementing strict health protocols. We continued to apply structured and integrated work processes, by prioritizing the welfare of the people, environmental preservation and optimal economic benefits so that we could anticipate improvements in the business conditions and provide long-term benefits.

We are committed to keep striving to provide the best contribution for the better quality of the environment by implementing various programs of improvement in the production pattern and putting forward innovations which refer to the “Toyota Environmental Challenge 2050” initiative in line with the formulation of the sustainability objectives of the Sustainable Development Goals (SDGs). In manifesting this target, we continued to implement various initiatives to reduce energy consumption, CO₂ emission, and waste generation as well as water usage.

We were even more active in actualizing a number of greening programs through the Toyota Forest, developed the water bird conservation park around the Karawang Factory, and also established the Arboretum Bamboo Park around Karawang Factory and Citarum Bamboo Forest in West Karawang.

Our commitment to maintaining environmental preservation, in the end, received the PROPER Green award from the Ministry of Environment and Forestry of the Republic of Indonesia for the Karawang TMMIN Factory and TMMIN Sunter 2 Factory.

In the year 2020 filled with challenges, we also remained with our commitment to improving the quality of Indonesia’s human resources, by realizing a number of programs in education and training. We continued the vocation program, link & match program, Toyota Ecoyouth program, certification program and also the scholarship program. We continued our efforts to increase the capacity of the automotive specialist program of Toyota Indonesia Academy, even supported the program participants’ innovations to create UV Disinfectant robots that help prevent the spread of the COVID-19 virus.



Kami melalui pasang surut industri otomotif yang terdampak pandemi, dengan mencatatkan volume ekspor kendaraan utuh merek Toyota sebanyak 143.000 unit ke lebih dari 80 negara di kawasan Asia Pasifik, Timor Tengah, Amerika Latin, Afrika, Karibia, dan beberapa negara tujuan ekspor baru. Kami juga bersiap untuk meningkatkan kapasitas produksi ke tingkat normal baru secara terukur, dengan memperhatikan secara seksama tren pemulihan industri otomotif yang mulai tampak sejak kuartal ke-4 dan terus berlangsung hingga saat laporan ini disusun.

STRATEGI KEBERLANJUTAN DI TAHUN MENDATANG

Ke depan, kami akan merealisasikan berbagai inovasi produksi ramah lingkungan sebagai implementasi inisiatif “Toyota Environmental Challenge 2050” dan Deklarasi *Green* sebagai satu kesatuan.

Kami akan semakin intensif memperkenalkan produk-produk otomotif ramah lingkungan, baik yang mengukung sistem *hybrid* maupun sistem mobil listrik. Kami juga akan semakin intensif mengkampanyekan penggunaan produk otomotif ramah lingkungan tersebut, dengan menjalin kolaborasi dengan berbagai pihak terkait, termasuk PT PLN dan pihak lainnya.

Kami juga akan semakin intensif mendukung peningkatan pengembangan kompetensi SDM Indonesia melalui program-program yang sudah berjalan maupun program baru, demi mempercepat terbentuknya masyarakat yang produktif namun semakin ramah lingkungan.

PENUTUP

Akhir kata, kami berharap semoga keberadaan TMMIN dapat menjadi salah satu industri yang tidak hanya memberikan sumbangsih bagi geliat industri, namun juga sekaligus menjadi bagian dari pelestarian lingkungan dan pengembangan kualitas SDM yang mumpuni bagi Indonesia.

We went through the ups and downs of the automotive industry, impacted by the pandemic, and posted the export volume of all Toyota brand vehicles totalling 143,000 units to more than 80 countries in the Asia Pacific, Middle East, Latin America, Africa, Caribbean, and several new export destination countries. We were also preparing to increase production capacity to a measurable new normal level, by carefully paying attention to the trend of the automotive industry’s recovery which was beginning to show as of the fourth quarter of the year 2020 and which seemed to be continuing with positive trend up to the time this report was written.

SUSTAINABILITY STRATEGY IN THE UPCOMING YEAR

Going forward, we will actualize various environmentally-friendly production innovations as the implementation of the “Toyota Environmental Challenge 2050” initiative and the Green Declaration as one package.

We will be increasingly intensive in introducing environmentally-friendly automotive products, both the hybrid-system type as well as the electrical-car system. We will also be more intensive in campaigning the use of environmentally-friendly automotive products by collaborating with various related parties, including PT PLN (the State Electricity Company) and others.

We will also be more intensive in supporting the improvement of Indonesia’s HR competency development through the ongoing programs and new ones, with the intention to help speed up the formation of a productive yet environmentally-friendly communities.

CLOSING

Last but not least, we hope the presence of TMMIN can become one of the industries that will not only contribute to the industry but also becomes a part of the environmental conservation and development of qualified human resources for Indonesia.

WARIH ANDANG TJAHJONO

Presiden Direktur
President Director







02

Kontribusi bagi Perbaikan Lingkungan

Contribution to Environmental
Improvement



Komitmen dan Kebijakan [103-1, 103-2, 103-3]

Commitment and Policy [103-1, 103-2, 103-3]

Toyota Motor Corporation berkomitmen penuh untuk menjadikan mitigasi isu-isu lingkungan yakni mengurangi dampak negatif dan meningkatkan dampak positif lingkungan sebagai salah satu prioritas fokus inisiatif global Toyota Environmental Challenge 2050.

Toyota Indonesia berkomitmen memenuhi target-target global dengan mengedepankan aspek penting pengelolaan lingkungan di Indonesia menjadi target strategis, sebagai wujud dukungan kami terhadap pencapaian tujuan keberlanjutan pada aspek lingkungan.

Toyota Motor Corporation is fully committed to becoming the mitigation of environmental issues, namely reducing the negative impact and increasing the positive impact on the environment as one of the focus priorities of the global Toyota Environmental Challenge 2050 initiative.

Toyota Indonesia is committed to fulfilling the global targets by putting forward the important aspect of environmental management in Indonesia as a strategic target, as the manifestation of our support on achieving sustainability objective on the environmental aspect.

Pendekatan Kami

Our Approaches

Toyota Indonesia mewujudkan inisiatif global Toyota Environmental Challenge 2050 sesuai dengan karakteristik dan relevansinya dengan kegiatan operasional di Indonesia. Kami mewujudkan komitmen pemenuhan aspek lingkungan antara lain melalui upaya perbaikan pola operasional dan kondisi lingkungan di wilayah operasi TMMIN (kantor pusat dan pabrik) dengan mengacu pada Deklarasi GREEN.

Kami meyakini perwujudan inisiatif global dan komitmen aspek lingkungan tersebut selaras dengan pencapaian tujuan keberlanjutan di bidang lingkungan sebagaimana diuraikan pada topik-topik bahasan berikut.

Toyota Indonesia manifests the global Toyota Environmental Challenge 2050 initiative in accordance with the characteristics of and its relevance to the operational activities in Indonesia. We represent our commitment to comply with the environmental aspect, among others through improvement efforts in the operational areas of TMMIN (head office and factory) by referring to the GREEN Declaration.

We believe that the manifestation of the global initiative is aligned with the sustainability goals in the environmental areas as described in the following topics.

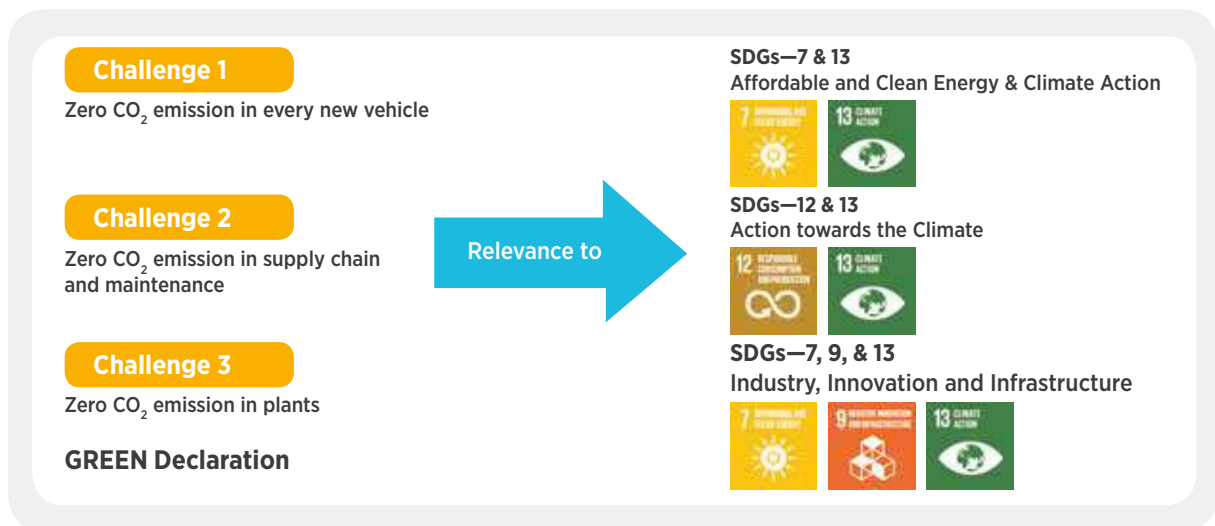


Pengelolaan Energi dan Reduksi Gas Rumah Kaca [305-1, 305-2, 305-4, 305-5]

Energy Management and Greenhouse Gas Reduction [305-1, 305-2, 305-4, 305-5]

Keberhasilan pengelolaan energi, berbanding lurus dengan keberhasilan dalam menurunkan emisi gas rumah kaca (GRK). Ini juga berarti keberhasilan dalam menjawab tiga pernyataan Toyota Environmental Challenge 2050 yang selaras dengan pencapaian 2 rumusan tujuan keberlanjutan SDGs dan juga selaras dengan Deklarasi Green.

The success of energy management is directly proportional to the success in reducing greenhouse gas emission. This also means a success in answering three statements of the Toyota Environmental Challenge 2050 in line with the achievement of 2 formulations of SDGs sustainability objectives and also in line with the GREEN Declaration.



Pengelolaan energi dan emisi Gas Rumah Kaca (GRK) sangat berkaitan erat karena sebagian besar emisi GRK dari Toyota Indonesia berasal dari konsumsi energi langsung maupun tak langsung. Cakupan pengelolaan energi di Toyota Indonesia adalah lima pabrik dan sebuah kantor pusat.

The management of energy and Greenhouse Gas (GRK) is closely related to most of Toyota Indonesia's GRK that stemmed from direct and indirect energy consumption. The scope of Toyota Indonesia's energy management is the five assembly plants and one head office.

Sumber energi utama kegiatan operasional kami adalah listrik dari PLN, BBM untuk alat transportasi serta gas untuk keperluan peralatan pendukung produksi. Kami menerapkan program efisiensi energi dengan melaksanakan beberapa pendekatan sebagai berikut:

The main energy sources for operational activities are electricity from PLN (the State Electricity Company), Fuel Oil (BBM) for transportation equipment and gas for production supporting equipment. We implement energy efficiency program by conducting several approaches as follows;

- Penerapan *Eco-Plant* yang menggunakan energi baru dan terbarukan di tahapan proses produksi maupun kegiatan sehari-hari, seperti: penggunaan sel surya di lingkungan pabrik yang dimanfaatkan untuk
- The application of Eco-Plants that use new and renewable energy at the production process stage and in daily activities, such as: the utilization of solar cells in the factory environment which are used for



penerangan jalan, menerapkan konsep penerangan alami di lingkungan dalam pabrik, hingga mengurangi penggunaan *thinner* pada proses pengecatan mobil.

- Modifikasi sistem dan penerapan konsep penerangan alami di lingkungan dalam pabrik.
- Pemanfaatan energi sisa dari sebagian proses pasokan energi.
- Peningkatan kesadaran karyawan untuk secara berkesinambungan melakukan inovasi perbaikan proses produksi untuk menghemat penggunaan energi.
- Mengurangi emisi GRK dalam proses logistik dengan cara meningkatkan efisiensi transportasi.

Kami juga mengadopsi proses produksi dengan metode “*Through Line*” pada Pabrik Toyota ke-5 yang memproduksi mesin RNR di Karawang. Implementasi tersebut membuat seluruh proses produksi mesin mulai dari pengecoran, permesinan dan perakitan berada di bawah satu atap sehingga bisa mempersingkat waktu proses produksi dan mengurangi stok barang dalam produksi.

Kami menggunakan peralatan produksi yang dirancang dengan teknologi terbaru untuk mencapai efisiensi tinggi termasuk “*Inorganic Sand Core Binder*” (pembakaran dengan suhu rendah dan proses pengerjaan yang lebih singkat) dan *High Efficiency Burner* (pembakaran efisiensi tinggi) sehingga lebih hemat energi dan minim pencemaran.

Kami juga berupaya mengurangi emisi GRK dengan menerapkan berbagai inisiatif strategis, mencakup:

- Memperkenalkan dan mempromosikan kendaraan hibrida yang lebih ramah lingkungan.
- Mulai memperkenalkan dan mempromosikan kendaraan bertenaga listrik.
- Memproduksi mesin ramah lingkungan.
- Melaksanakan dan mendukung program-program penghijauan

street lighting, the application of natural lighting concept in the factory environment, up to reducing the use of thinners in the process of car painting.

- The system modification and implementation of natural lighting concept in the environment within the factory.
- The use of residual energy from part of the energy supply process.
- The increase in employee awareness to continuously implement innovation of production process improvements to save energy use.
- The reduction of GRK emission in logistic process by means of increasing transportation efficiency.

We also adopt the production process with the “*Through Line*” method at the fifth Toyota Factory where they produce the RNR engines in Karawang. Such implementation has caused the entire engine production starting from casting, machinery and assembly under one roof so that it can shorten the production process time and reduce the stock of goods in production.

We use production equipment designed with the latest technology to accomplish high efficiency including “*Inorganic Sand Core Binder*” (low temperature combustion and shorter processing) and *High Efficiency Burner* (high efficiency combustion) so that it is more energy saving and with minimum pollution.

We also strive to reduce GRK emission by implementing various strategic initiatives, including the following:

- Introduce and promote environmentally-friendly hybrid vehicles.
- Start to introduce and promote electric-powered vehicles.
- Produce environmentally-friendly engines.
- Implement and support reforestation programs.



Salah satu varian kendaraan bertenaga listrik.
One of the variants of electric-powered vehicles

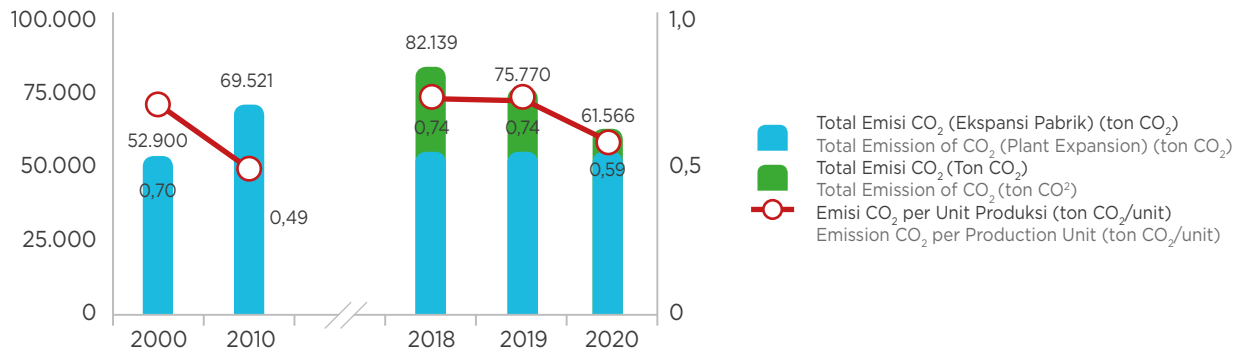


Realisasi berbagai inisiatif pada proses produksi di pabrik-pabrik kelolaan kami, memberi hasil penurunan reduksi emisi GRK sebagai berikut.

Realization of various initiatives in the production process in the factories which we manage provide results in the reduction of GRK emission as shown in the diagrams below.

Tren Emisi CO₂ dari Proses Produksi TMMIN

CO₂ Emission Trend from the Production Processes of TMMIN

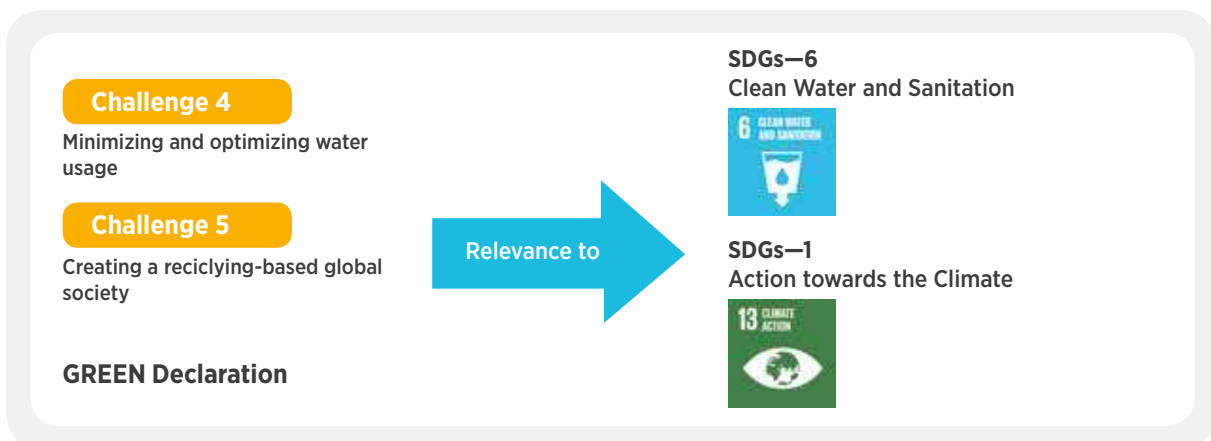


Pengurangan Limbah dan Penghematan Konsumsi Air [303-1, 306-2]

Waste Reduction and Water Consumption Efficiency [303-1, 306-2]

Terdapat beberapa jenis limbah dari proses produksi kami, mencakup: limbah padat, limbah cair maupun limbah mudah menguap. Bagi Toyota Indonesia, keberhasilan pengelolaan limbah dan penghematan konsumsi air berarti merealisasikan dua pernyataan Toyota Environmental Challenge 2050 yang selaras dengan pencapaian 2 rumusan tujuan keberlanjutan SDGs dan selaras dengan Deklarasi Green.

There are several types of waste generated from our production process, including: solid waste, liquid waste or volatile waste. For Toyota Indonesia, the success in managing waste and in saving water usage means realizing two statements of Toyota Environmental Challenge 2050 initiative which are aligned with the achievement of 2 formulations of the SDGs sustainability objectives and in line with the Green Declaration.

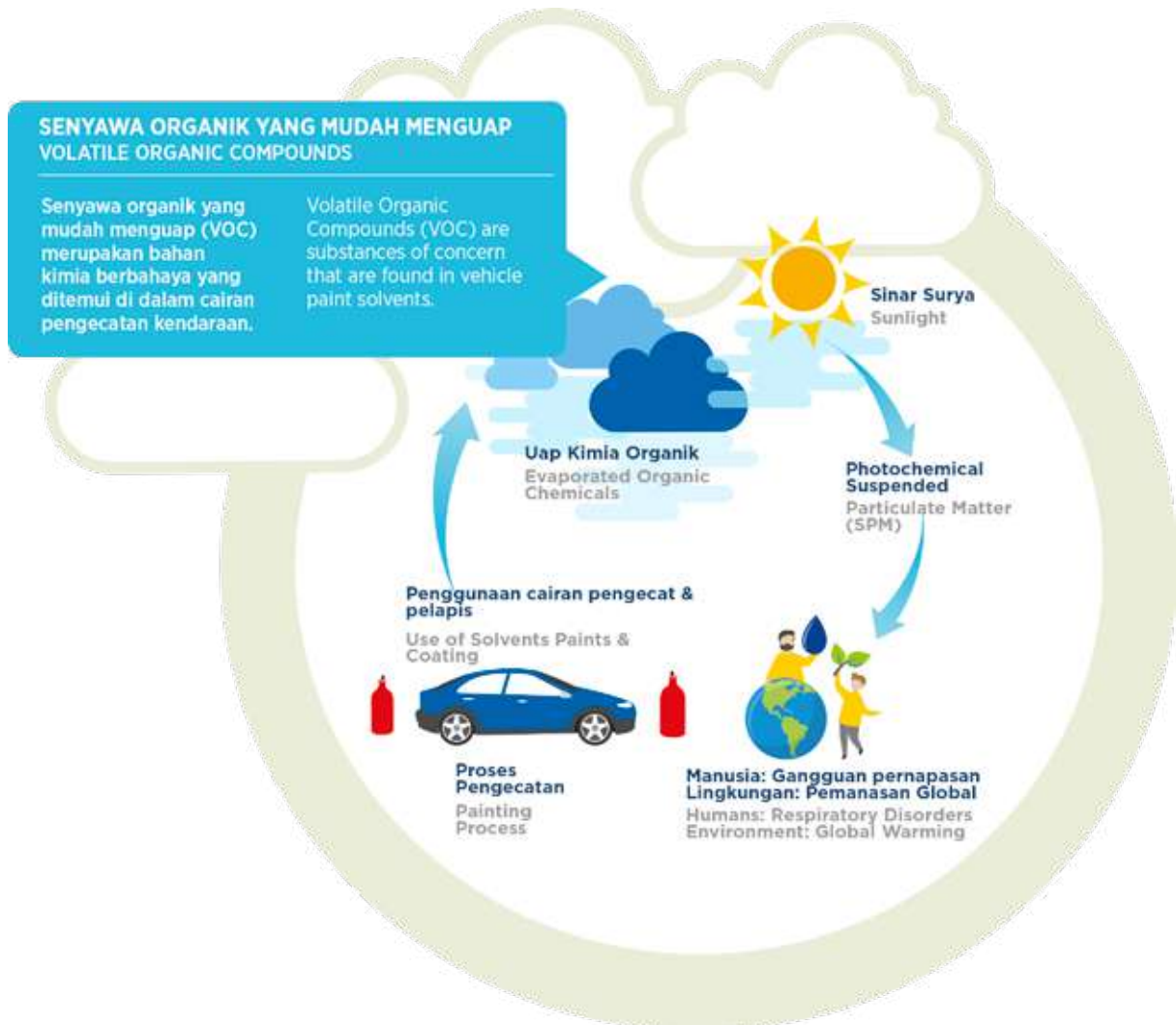


Salah satu jenis limbah yang menjadi perhatian utama kami adalah limbah senyawa organik yang mudah menguap atau *volatile organic compound* (VOC) yang potensial memberi dampak buruk bagi kesehatan. Oleh karenanya, kami berupaya keras mengurangi timbulan limbah VOC melalui:

- Menghentikan penggunaan *Substance of Concern* (SOC) dan menghilangkannya secara bertahap.
- Mengurangi penggunaan VOC dalam proses pengecatan kendaraan dengan penggunaan *thinner* bekas, optimalisasi proses pengecatan, serta mengaplikasikan cat berbasis air yang ramah lingkungan.

One of the types of waste that became one of our main concerns is the waste of volatile organic compounds or volatile organic compound (VOC) that has the potential to cause negative impact on health. For that reason, we try our best to reduce VOC waste generation through the following:

- Stop the use of Substance of Concern (SOC) and gradually dispose of them.
- Reduce the use of VOC in car painting process applying used thinner, optimize painting process, as well as apply environmentally-friendly water-based paint.



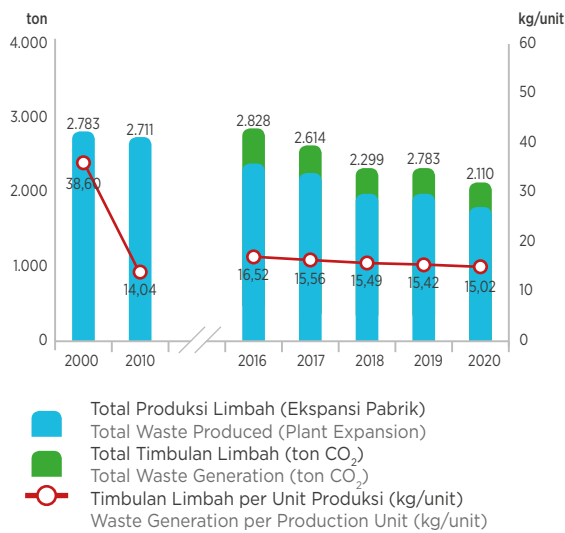
Dalam rangka mengelola penggunaan bahan-bahan SOC, kami memiliki Satuan Tugas Pengelolaan Bahan Kimia yang bertugas mengelola dan mengawasi penerapan ketentuan penggunaan bahan kimia yang telah dirumuskan dalam *Toyota Green Purchasing Guidelines*.

Limbah padat pabrik yang terutama berasal dari limbah kemasan kami kelola dengan pengurangan limbah kemasan pada level mikro melalui penggantian bahan kemasan dengan material yang lebih ramah lingkungan dan penggantian ukuran kemasan untuk meningkatkan efisiensi pengemasan.

Kami juga merealisasikan beragam inisiatif penghematan penggunaan air dalam mendukung operasional proses produksi, meliputi: intensifikasi penggunaan air daur ulang dari instalasi pengolahan air limbah, penggunaan kran otomatis, penggunaan *sprayer* dalam proses pencucian dan sebagainya.

Implementasi beragam inisiatif tersebut memberi hasil pengurangan limbah yang signifikan, selain mengurangi volume konsumsi air, seperti ditunjukkan pada grafik-grafik berikut.

Tren Timbulan Limbah
Waste Creation



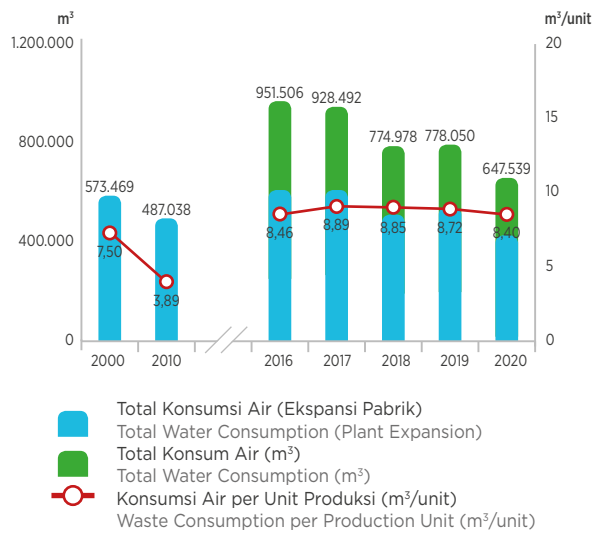
In the context of managing the use of COS materials, we have the Chemical Material Management Task force assigned to manage and supervise the implementation of the provisions for the use of chemicals that have been formulated in the *Toyota Green Purchasing Guidelines*.

Factory solid waste which mainly comes from packaging waste is managed by reducing packaging waste at the micro level through replacing packaging materials with materials that are more environmentally-friendly and changing packaging sizes to increase packaging efficiency.

We also actualize various water usage efficiency initiatives in support of production process operations, including: intensification of the use in recycled water from waste water management installation, use of automatic faucets, use of sprayers in cleaning process and so forth.

Implementation of such various initiatives generate results of significant waste reduction, other than reduction of water consumption volume, such as shown in the graphics below.

Tren Konsumsi Air dari Proses Produksi TMMIN
Water Consumption Trend in TMMIN Production Process



Konservasi Keanekaragaman Hayati

Biodiversity Conservation

Selain pengembangan area konservasi di Pabrik Karawang pada 2002, kini TMMIN telah mengembangkan hutan buatan seluas 16 hektar yang telah menjadi habitat 36 spesies pohon dan 6 spesies burung air. Hutan buatan/tanaman di area Hutan Toyota berkembang menjadi habitat yang ideal untuk burung air yang dapat menggunakan *non-mangrove*, hutan tanaman untuk bertengger dan bersarang dengan jumlah 4.482 burung air serta rata-rata kepadatan sarang 9,4 sarang/100 m. Pengembangan habitat ini berhasil mendukung pelestarian sumber daya alam hayati terutama bagi komunitas burung air.

In addition to developing a conservation area at the Karawang Factory in 2002, now TMMIN has developed an artificial forest covering an area of 16 hectares which has become the habitat for 36 tree species and 6 water-bird species. The artificial/planted forest in the Toyota Forest area has developed into an ideal habitat for water-birds that can use non-mangroves, forest plantations for perching and nesting with 4,482 water-birds and an average nest density of 9.4 nests/100 m. Development of such habitat succeeded in supporting the preservation of the biodiversity resources, such as the water-bird community.



Konservasi Burung Blekok di Pabrik Karawang 1.
Blekok Birds Conservations at Karawang Plant 1.

Kepatuhan Lingkungan dan Prinsip Kehati-hatian [307-1]

Environmental Compliance and Prudence Principle [307-1]

Toyota Indonesia berkomitmen untuk senantiasa mematuhi peraturan perundang-undangan yang berlaku serta berbagai persyaratan yang berkaitan dengan pelaksanaan kegiatan usaha, termasuk ketentuan pengelolaan lingkungan hidup di manapun kami beroperasi. Implementasi komitmen kepatuhan kami lakukan melalui partisipasi pengelolaan seluruh fasilitas pabrik dalam Program Penilaian Kinerja Perusahaan Dalam Pengelolaan Lingkungan Hidup (PROPER) oleh Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia. Sementara kepatuhan terhadap seluruh peraturan dan perundangan di bidang manufaktur, kami lakukan melalui keikutsertaan TMMIN dalam penilaian *Green Industry* yang dilaksanakan oleh Kementerian Perindustrian.

Pada tahun 2020 TMMIN meraih 2 (dua) penghargaan PROPER Hijau untuk *Plant* Karawang dan *Plant* Sunter 2. Penghargaan PROPER Hijau diberikan untuk pelaksanaan program CSR, program pengelolaan lingkungan di atas ketentuan yang ditetapkan dan pengembangan komunitas yang luar biasa.

Toyota Indonesia is committed to always complying with applicable laws and regulations related to business activity implementation, including provisions of environmental management where ever we are operating. Implementation of our compliance commitment are carried out through the participation of the management of all factory facilities in the Company Performance Appraisal Program in Environmental Management (PROPER) by the Ministry of Environment and Forestry of the Republic of Indonesia. Meanwhile, regarding compliance with all laws and regulations on manufacturing, we carry out through the participation of TMMIN in the Green Industry assessment conducted by the Ministry of Industry.

In the year 2020, TMMIN received 2 (two) awards from Green PROPER for the Karawang Factory and Sunter Factory, given for their CSR program, environmental management program over the stipulation set forth and development of extraordinary community.



Instalasi pengolahan air dan solar panel di pabrik Karawang 3.
Water treatment plants and solar panel at Karawang 3 factory.







03

Kontribusi Industri Berkelanjutan

Contribution Sustainable Industry



Komitmen dan Kebijakan [103-1, 103-2, 103-3]

Commitment and Policy [103-1, 103-2, 103-3]

Sejak awal kehadirannya di Indonesia, Toyota Indonesia berkomitmen penuh untuk membangun dan mengembangkan satu ekosistem manufaktur yang mampu memberi manfaat bagi pembangunan ekonomi bangsa, memberi kesejahteraan masyarakat sekaligus memberi teladan dalam menjaga kelestarian lingkungan.

Tahun ini genap sudah 50 tahun kehadiran kami di Indonesia. Selama 50 tahun kehadiran di Indonesia kami mampu mewujudkan komitmen dukungan terhadap pertumbuhan perekonomian Indonesia melalui kehadiran produk yang berkualitas yang menjadi merek yang pilihan keluarga dan dicintai masyarakat Indonesia.

Kami telah mengembangkan ekosistem manufaktur otomotif nasional melalui lima pabrik perakitan, ratusan pemasok komponen lokal, dan membangun kompetensi manusia, sehingga dapat menjadi basis ekspor penghasil devisa.

Since its first established in Indonesia, Toyota Indonesia is fully committed to building and developing one manufacturing ecosystem that is capable of providing benefits for the country's economic development, providing community welfare at the same time sets a good example in maintain environmental preservation.

This year we've reached our fiftieth year of our presence in Indonesia. For fifty years we are in Indonesia, we have manifested our committed support to Indonesia's economic growth through the presence of our quality products which became the brands of families' choice and loved by the people of Indonesia.

We have developed the national automotive manufacturing ecosystem through the five assembly plants, hundreds of local component suppliers, and develop human competency, that we have become a foreign exchange earning export base.

Pendekatan Kami

Our Approaches

Kami membangun ekosistem manufaktur dengan menekankan pada pemenuhan komitmen untuk menyerap dan mempekerjakan tenaga kerja langsung maupun tidak langsung sebagai wujud dukungan TMMIN dalam meningkatkan aktivitas ekonomi dan mengurangi tingkat pengangguran dan meningkatkan kesejahteraan masyarakat.

Per akhir 2020, TMMIN telah menyerap 350 ribu tenaga kerja langsung dan sekitar 1,2 juta tenaga kerja tidak langsung untuk bekerja di lingkungan kerja TMMIN, mencakup para pemasok dan *dealer* di seluruh Indonesia. Selain itu, jaringan bisnis Toyota Indonesia kini mempunyai total mitra bisnis sebanyak 1.656 perusahaan (produksi dan non produksi).

We develop a manufacturing ecosystem by stressing on fulfilling the commitment to absorb and employ direct and indirect labor as a form of TMMIN's support in increasing economic activity and reducing unemployment and improving the community's welfare.

As of the end of the year 2020, TMMIN has absorbed 350 thousand direct labor force and some 1.2 million indirect labor force to work in TMMIN working premises, including suppliers and dealers from across Indonesia. In addition, Toyota Indonesia's business network now has a total of 1,656 business partner companies (production and non-production).

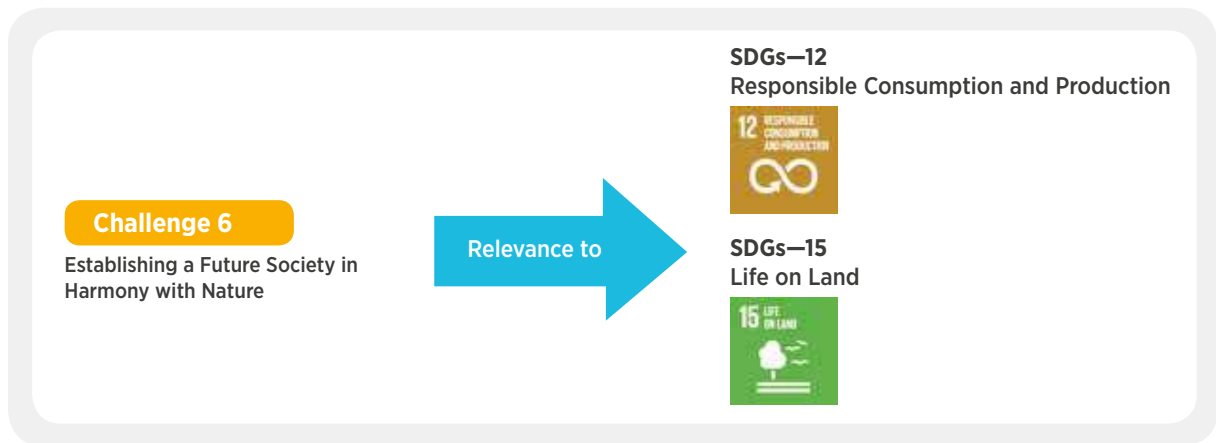


Guna mendukung kinerja industri otomotif nasional, TMMIN telah melakukan investasi lebih dari Rp20 triliun selama beberapa tahun terakhir untuk mengembangkan bisnisnya di Indonesia. Investasi ini secara umum digunakan untuk memperkuat infrastruktur, meningkatkan kualitas produk serta memperluas lokasi usaha.

Realisasi investasi, pengembangan kapasitas manufaktur otomotif dan penyerapan tenaga kerja tersebut, merupakan cara kami mewujudkan salah satu pernyataan Toyota Environmental Challenge 2050 yang selaras dengan pencapaian 2 (dua) rumusan tujuan keberlanjutan SDGs.

In order to support the national automotive industry performance, TMMIN invested more than Rp20 trillion in the past several years to expand its business in Indonesia. This investment is generally used to strengthen infrastructure, improve product quality as well as expand business locations.

Realization of the investment, development in the automotive manufacturing capacity and the labor absorption are all our means to manifest one of Toyota Environmental Challenge 2050 statements which is aligned with the 2 (two) formulation of SDGs sustainability objectives.



Toyota Indonesia memproduksi model kendaraan Vios dan 2 model mesin. Kijang Innova dan Fortuner diproduksi di Pabrik Karawang 1 sementara Vios, Yaris dan Sienta diproduksi di Pabrik Karawang 2. Untuk mesin, kami memproduksi 2 tipe yaitu NR yang diproduksi di pabrik baru Karawang 3 serta mesin TR yang diproduksi di Pabrik Sunter 1 dan 2.

Kapasitas produksi Toyota 250 ribu unit kendaraan per tahun, dengan tingkat kandungan dalam negeri (TKDN) berkisar antara 75%-85% yang merupakan nilai tambah penting kehadiran Toyota bagi industri nasional.

Pabrik mesin baru di Karawang adalah salah satu pabrik mesin Toyota terkini di dunia yang dilengkapi dengan desain dan teknologi terbaru yang mampu memproduksi mesin bensin baru aluminium R-NR dan telah diekspor ke negara-negara di Asia. Pabrik, mesin, dan kegiatan ekspor baru ini merupakan bagian dari komitmen kami untuk terus memberikan kontribusi khususnya terhadap perkembangan industri otomotif Indonesia dan ekonomi Indonesia pada umumnya.

Toyota Indonesia produces it Vios model and 2 engine models. The Kijang Innova and Fortuner are produced in Karawang 1 Factory, while Vios, Yaris and Sienta are produced in Karawang 2 Factory. While we produce 2 types of engines, namely the NR produced in the new Karawang 3 Factory and the TR is produced in Sunter 1 and 2 Factories.

Toyota's production capacity is 250 vehicle units per year, with domestic content level (TKDN) of around 75%-85% which accounts for an important added value of Toyota's presence in the national industry.

The new engine factory in Karawang is one of the newest Toyota engine plants in the world equipped with the latest design and technology capable of producing the new aluminium gasoline-engine R-NR which are exported to Asian countries. These factories, engines and new export activities are part of our commitment to continue to contribute to Indonesia's automotive industry's development in particular and Indonesia's economy in general.



Produksi Global dan Basis Ekspor

Global Production and Export-Base

Indonesia merupakan salah satu basis produksi dan ekspor Toyota di kawasan Asia Pasifik. *Output* dari pabrik-pabrik Toyota Indonesia adalah produk dan mesin untuk pasar dalam negeri dan juga ekspor, sehingga memberikan manfaat lebih jauh dalam perekonomian nasional. Hingga akhir tahun ekspor mobil CBU Toyota (*T Brand*) yang diproduksi di tanah air telah mencapai 1,8 juta unit, dengan volume ekspor pada tahun 2020 sebesar 142.993 unit yang merupakan pencapaian volume optimal di masa pandemi COVID-19.

Performa ekspor ini didukung oleh model *Sport Utility Vehicle* (SUV) Fortuner dan Rush masing-masing sebesar 25.729 unit dan 34.830 unit. Model sedan Vios berkontribusi sebesar 22.724 unit. Selanjutnya pengapalan model-model Kijang Innova, Yaris, Sienta, dan Town Ace/Lite Ace mencatatkan hasil 18.627 unit. Kemudian model andalan Toyota Avanza turut mendukung capaian ekspor dimasa pandemi dengan volume 20.753 unit. Model *Low Cost Green Car* (LCGC) Agya juga tetap mampu melengkapi kinerja ekspor CBU bermerek Toyota dengan volume 20.330 unit.

Selain kendaraan utuh, kami juga mengirimkan kendaraan terurai (*Complete Knock Down/CKD*) sebanyak 37.510 unit, mesin bensin dan etanol dengan tipe TR dan NR dengan total 99.481 unit serta komponen kendaraan dengan volume 71 juta unit. Produk ekspor Toyota telah merambah lebih dari 80 negara tujuan di kawasan Asia-Pasifik, Timur Tengah, Amerika Latin, Afrika, dan Karibia.

Indonesia is one of Toyota's production and export base in Asia Pacific. The output of Toyota Indonesia's factories is products and engines for domestic markets as well as for exports, thus providing further benefits to national economy. Until the end of the year, export of Toyota CBU (*T Brand*) cars produced in Indonesia reached 1.8 million units, with export volume in 2020 amounting to 142,993 units, which is the optimal volume achievement during the COVID-19 pandemic.

This export performance was supported by the sport Utility Vehicle (SUV) Fortuner and Rush models each with 25,729 units and 34,830 units respectively. The Vios sedan model contributed a total of 22,724 units. Furthermore, the shipping of the Kijang Innova, Yaris, Sienta, and Town Ace/Lite Ace models recorded a total of 18,627 units. While the Toyota Avanza flagship model also support export accomplishments during the pandemic with a volume of 20,753 units. The Low-Cost Green Car (LCGC) Agya also remained capable of contributing to the Toyota brand CBU export's performance with a volume of 20,330 units.

In addition to intact vehicles, we also delivered 37,510 units of complete knock-down (CKD) vehicles, TR and NR gasoline and ethanol engines with a total of 99,481 units and vehicle components with a volume of 71 million units. Toyota's export products reached more than 80 destination countries in the Asia Pacific, Middle East, Latin America, Africa and Caribbean regions.

Penjualan Ekspor Produk TMMIN

TMMIN Product Export Sales

Ekspor Kendaraan	2020	2019	2018	2017	2016	Vehicle Export
Kendaraan Utuh (CBU)	142.993	208.500	206.600	199.585	169.100	Intact Vehicles(CBU)
Kendaraan Terurai (CKD)	37.510	45.400	42.720	47.600	46.690	Knock-Down Vehicles (CKD)
Komponen Kendaraan	71.000.000	94.200.000	107.601.105	101.342.226	89.000.000	Vehicle Components
Mesin Bensin Tipe TR	99.481	34.484	44.143	38.702	38.702	TR Type Gasoline Engines
Mesin Bensin Tipe RNR	99.481	89.089	101.835	93.340	82.013	RNR Type Gasoline Engines

(unit)

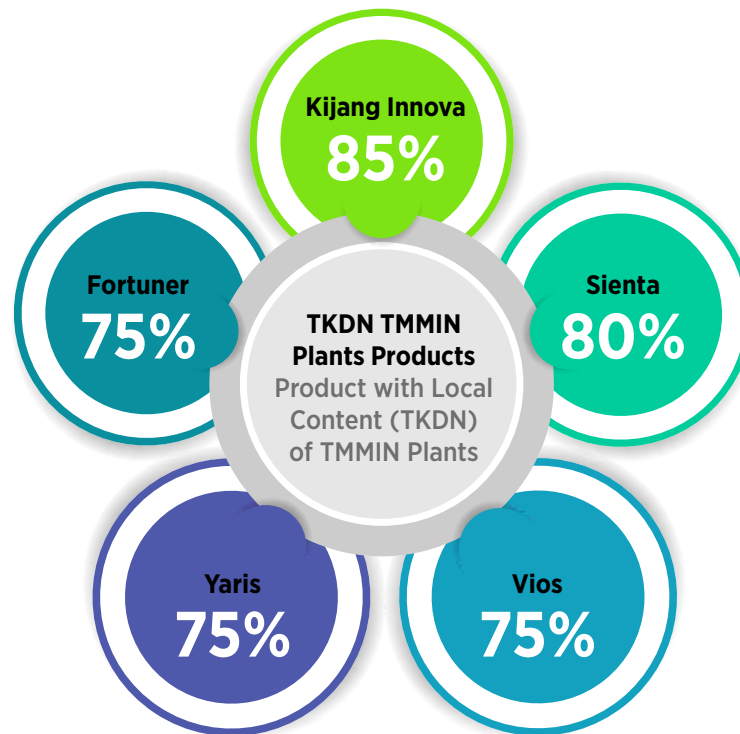


Memberdayakan Pemasok Lokal [203-2]

Empowerment of Local Suppliers [203-2]

Kami memastikan seluruh produk memiliki kontribusi dan nilai tambah bagi industri dalam negeri. Saat ini, mobil Kijang Innova memiliki konten lokal hingga 85%, Fortuner dengan kandungan lokal mencapai 75%, Sienta 80%, Vios 75% dan Yaris 75%. Sementara mesin baru RNR yang kami produksi memiliki kandungan lokal awal sebesar 80%. Ke depannya, kami akan terus berupaya meningkatkan tingkat kandungan lokal dengan berfokus pada lokalisasi industri hulu.

We ensure that all products have the contribution and added values for domestic industry. Currently, Kijang Innova cars have up to 85% local content, Fortuner with 75%, Sienta with 80%, Vios with 75% and Yaris with 75%. Meanwhile, the new RNR engines we produce have the initial local content of 80%. Going forward, we will continue to strive to increase the local content by focusing on localization of the upstream industry.



Untuk meningkatkan nilai tambah lokal, kami bekerja sama dengan para pemasok lokal termasuk pemasok lokal baru, untuk meningkatkan kandungan lokal produk mesin maupun kendaraan Toyota. Per akhir tahun 2020, terdapat tidak kurang 139 perusahaan pemasok mendukung rantai suplai proses produksi Toyota Indonesia. Kami juga merealisasikan program-program pengembangan kompetensi dan keahlian bagi para pemasok agar dapat meningkatkan kualitas produk sesuai dengan standar Toyota sehingga mampu bersaing dengan kompetitif secara global.

To increase the local added value, we work together with local suppliers, including new local suppliers, to increase the local content of Toyota's engine as well as car products. As of the end of the year 2020, not less than 139 supplying companies were in support of Toyota Indonesia's production process supply chain. We have also realized competency and expertise development programs for suppliers so that they can improve product quality in accordance with Toyota's standards and capable to compete globally.



Komitmen Pengembangan Pemasok

Suppliers Development Commitment

<p>Manajemen Produksi Production Management</p>	<p>Pemasok merupakan bagian dari keluarga besar di mana kami membina hubungan jangka panjang dengan membantu satu sama lain. TMMIN dan pemasok melaksanakan kegiatan perbaikan untuk kebaikan bersama.</p>	<p>Suppliers are part of a large family where we build long-term relationships by helping one another. TMMIN and suppliers carry out improvement activities for the mutual benefits of both parties.</p>
<p>Perbaikan yang Berkesinambungan (Kaizen) Continuous Improvement (Kaizen)</p>	<p>Dengan semangat untuk tumbuh bersama, TMMIN berbagi pengalaman dan kompetensi ke para pemasok dengan melakukan kegiatan Jishuken melalui pembentukan grup perbaikan bersama dengan tujuan agar pemasok dapat lebih mandiri.</p>	<p>With the spirit to grow together, TMMIN shares experiences and competencies with suppliers by carrying out Jishuken activities through the formation of joint improvement groups with the aim of making suppliers become more independent.</p>
<p>Edukasi dan Komunikasi Education and Communication</p>	<p>Untuk mempererat hubungan dan memperlancar komunikasi dengan pemasok, pada 2 Juli 1987 TMMIN mendirikan organisasi nirlaba independen Toyota Manufacturers Club (TM Club). Melalui TM Club, TMMIN menyelenggarakan program edukasi dan komunikasi yang terpadu bagi para karyawan, manajemen dan para pemasok kami dengan tujuan untuk meningkatkan kompetensi agar bisa maju bersama-sama.</p>	<p>To strengthen relationships and facilitate communication with suppliers, on 2 July, 1987 TMMIN established the independent non-profit organization Toyota Manufacturers Club (TM Club). Through the TM Club, TMMIN organizes an integrated education and communication program for our employees, management and suppliers with the aim of increasing competence so that they can progress together.</p>

Selaku mitra bisnis, TMMIN senantiasa berkolaborasi dengan para pemasok agar dapat tumbuh bersama menjadi entitas yang berdaya saing. Oleh karena itu, kami menyelenggarakan pelatihan Gugus Kendali Mutu atau *Quality Control Circle (QCC)*, yaitu pembinaan manajemen manufaktur terutama mengenai penerapan *Lean Manufacturing* dan perbaikan *shop floor* produksi untuk mendukung peningkatan kapasitas dan kapabilitas para pemasok.

As a business partner, TMMIN is continuously collaborating with suppliers so that they can grow together to become competitive entities. For this reason, we organize the Quality Control Circle (QCC) training, which is the coaching of manufacturing management, especially concerning the application of Lean Manufacturing and repairing the production shop floor to support increasing capacity and capability of suppliers.



Penambahan destinasi negara ekspor Toyota Fortuner di kawasan Amerika Selatan.
Addition of export country destination for Toyota Fortuner in South America.





Aktivitas ekspor kendaraan Toyota.
Toyota Vehicle Export Activities.







04

Kontribusi Sosial Kami

Our Social Contribution



Komitmen [103-1, 103-2, 103-3]

Commitment [103-1, 103-2, 103-3]

Toyota Indonesia berkomitmen penuh untuk tumbuh bersama-sama dengan masyarakat serta berkontribusi bagi pembangunan Indonesia melalui realisasi program Toyota Berbagi (Bersama MemBANGun Indonesia).

Toyota Indonesia is fully committed to growing together with society and contributing to Indonesia's development through the realization of the Toyota Berbagi (Building Indonesia Together) program.

Pendekatan Kami [413-1]

Our Approaches [413-1]

Program Toyota Berbagi (Bersama MemBANGun Indonesia) berfokus pada 3 (tiga) pokok perhatian, yaitu: produk dan teknologi, pengembangan industri, dan kontribusi masyarakat.

The Toyota Berbagi program (Building Indonesia Together) focuses on 3 (three) main concerns, namely: products and technology, industrial development, and community contribution.



3 PILAR UTAMA TOYOTA BERBAGI 3 Main Pillars of "Toyota Berbagi"

Serah terima donasi untuk membantu penanganan wabah COVID-19 kepada pesantren Annawawi Tanara.
Handing over donations to help dealing with the COVID-19 outbreak to the Annawawi Tanara Islamic boarding school.



Produk dan Teknologi
Product and Technology

TMMIN telah mendukung Indonesia untuk menciptakan *smart mobility* yang menggabungkan sistem integrasi dari *people-vehicle-community* melalui produk lokal kami: Innova, Fortuner, Yaris, Vios, dan Sienta.

TMMIN has supported Indonesia to create smart mobility, which combines an integrated system from people-vehicle-community through our local products: Innova, Fortuner, Yaris, Vios, and Sienta.

Teknologi Ramah Lingkungan

TMMIN selalu mencoba untuk mengajukan pembuatan kendaraan yang lebih efisien demi menjaga lingkungan kita dengan mengembangkan dan memopulerkan kendaraan yang ramah lingkungan dan sesuai untuk Indonesia.

Eco-Friendly Technology

TMMIN has always tried to propose manufacturing more efficient vehicles to safeguard our environment by developing and popularizing environmentally friendly vehicles for Indonesia.

Teknologi Keamanan

TMMIN secara terus-menerus mengembangkan kendaraan yang lebih baik dan aman bagi semuanya, termasuk mengimplementasikan sistem *airbag* dan *parking sensor*.

Safety Technology

TMMIN is continuously developing better and safer vehicles for all, including by implementing the airbag and parking sensor systems.

Pengembangan Industri
Industrial Development

TMMIN secara terus-menerus berjuang untuk memberikan kontribusi kepada Indonesia dalam perkembangan industri otomotif melalui penguatan persaingan internasional untuk ekspansi ekspor dengan menjadi salah satu dari *Toyota's Global Manufacturing Base*.

TMMIN is continuously striving to contribute to Indonesia in the development of the automotive industry by strengthening the international competition for export expansion to become one of Toyota's Global Manufacturing Base.

Produksi

Memperluas basis produksi di Indonesia dengan investasi baru yang pada akhirnya akan membuka kesempatan kerja baru.

Production

Expanding the production bases through new investment, which ultimately will open up new employment opportunities.

Sumber Daya Manusia

Meningkatkan kemampuan Sumber Daya Manusia di Indonesia melalui proses '*Transfer Technology*'.

Human Resources

Improving the capability of Human Resources in Indonesia through the 'Technology Transfer' process.

Lokalisasi

Mempromosikan lokalisasi kegiatan yang diselenggarakan untuk menguatkan industri otomotif.

Localization

Promoting the actual localization of activities to strengthen the automotive industry.

Kontribusi Masyarakat
Community Contribution

TMMIN secara terus-menerus mendukung untuk kemakmuran Indonesia yang lebih baik dalam mengembangkan generasi bangsa selanjutnya melalui 4 (empat) pilar Kontribusi Masyarakat:

Toyota is continuously supporting Indonesia's better prosperity in developing the next generation of the nation through the 4 (four) pillars of Community Contributions:

- **Lingkungan**
Melestarikan lingkungan
- **Pendidikan**
Mendukung pendidikan yang lebih baik untuk generasi muda
- **Keamanan**
Meningkatkan keamanan lalu lintas dan meminimalkan kemacetan lalu lintas
- **Pemberdayaan**
Tumbuh bersama dengan pengembangan masyarakat dan mendukung mereka yang membutuhkan melalui tindakan filantropi.

- **Environment**
Preserving the environment
- **Education**
Support better education for the younger generation
- **Safety**
Increase traffic safety and minimize traffic congestion
- **Empowerment**
Grow together with community development and support those in need through philanthropic actions



Toyota Indonesia Berbagi Ilmu [413-1]

Knowledge Sharing Toyota [413-1]

Kami melakukan transfer keterampilan kepada para pelajar sebagai upaya untuk mendukung peningkatan kualitas SDM di Indonesia, agar mempunyai daya saing tinggi terutama di bidang otomotif melalui Toyota Indonesia Berbagi Ilmu.

Selain itu, melalui melalui Yayasan Toyota & Astra Foundation (YTA) yang didirikan di tahun 1974, kami telah mendukung pengembangan sumber daya manusia Indonesia melalui sejumlah kegiatan seperti distribusi beasiswa untuk semua tingkat pendidikan dan sumbangan alat praktikum pendidikan otomotif.

We transfer skills to students as an effort to support improving the quality of human resources in Indonesia, so that they have high competitiveness, especially in the automotive sector through Toyota Indonesia Sharing Knowledge.

In addition, through the Toyota & Astra Foundation (YTA) which was established in 1974, we have supported the development of Indonesia's human resources through a number of activities such as the distribution of scholarships for all levels of education and the donation of automotive education practice tools.

Toyota Eco Youth [203-2]

Toyota Eco Youth [203-2]

Kami menggelar TEY ke-11 bertema “Ecosociopreneur” yang berlokasi di Jakarta pada 6 Agustus 2019. Program ini memberikan apresiasi kepada para siswa-siswi SMU pemenang yang telah berkompetisi dalam menciptakan inovasi di bidang pelestarian lingkungan. Ajang TEY ke-11 diikuti oleh peserta dari 600 sekolah dengan total proposal proyek lingkungan hidup mencapai 4.000 proposal dari 34 provinsi yang tersebar di seluruh Indonesia. Jika diakumulasi, sejak TEY ke-1 hingga TEY ke-11 total partisipasi dalam program TEY mencakup hingga 8.500 proyek dan 2.100 sekolah.

We held the 11th TEY with the theme “Ecosociopreneur” which was located in Jakarta on 6 August 2019. This program gives appreciation to the winning high school students who have competed in creating innovations in the field of environmental conservation. The 11th TEY was attended by participants from 600 schools with a total of 4,000 proposals for environmental projects from 34 provinces throughout Indonesia. If accumulated, from the 1st TEY to the 11th TEY the total participation in the TEY program includes up to 8,500 projects and 2,100 schools.

Toyota Mangrove Forest [GRI 413-1]

Toyota Mangrove Forest [GRI 413-1]

Sejak tahun 2013, kami fokus menjalankan program Toyota Forest melalui Program Mangrove for Life. Program ini bertujuan mengatasi kerusakan hutan *mangrove* dan abrasi pantai di Indonesia sesuai Perpres No. 73/2012 tentang Strategi Nasional Pengelolaan Ekosistem *Mangrove*. Persentase kerusakan hutan *mangrove* di Indonesia mencapai 52% (data KLHK tahun 2015).

Sampai dengan bulan Maret 2018, kami telah menanam sebanyak 1.485.500 pohon *mangrove* di 10 kabupaten/ kota yang berada di empat provinsi di Pulau Jawa (DKI Jakarta, Jawa Barat, Jawa Tengah, dan Jawa Timur). Penanaman ini

Since 2013, we have focused on running the Toyota Forest program through the Mangrove for Life Program. The program aims to overcome the destruction of mangrove forests and coastal abrasion in Indonesia in accordance with Presidential Decree No.73/2012 on the National Strategy for Mangrove Ecosystem Management. The percentage of damage of mangrove forests in Indonesia reaches 52% (2015 Ministry of Environment and Forestry data).

As of March 2018, we have planted 1,485,500 mangrove trees in 10 regencies/cities in four provinces on the island of Java (DKI Jakarta, West Java, Central Java and East Java). This planting is carried out together with local





Penanaman hutan mangrove di Brebes dan Semarang.
Mangrove forest planting in Brebes and Semarang.

dilakukan bersama dengan pemasok lokal Toyota Indonesia dan beberapa *stakeholders* penting seperti: pemerintah daerah, universitas, dan komunitas lokal. Kami mengakhiri program penanaman mangrove di tahun 2018.

suppliers of Toyota Indonesia and several important stakeholders such as: local government, universities, and local communities. We ended our mangrove-planting program in 2018.

Selanjutnya, mulai tahun 2018 sampai saat ini, Kami mengembangkan area hutan mangrove tersebut menjadi area konservasi mangrove dan area biodiversitas terkait yang terus berkembang, selain menjadikannya sebagai area ekowisata, bekerja sama dengan pemangku kepentingan setempat di mana upaya tersebut memberikan hasil yang positif untuk meningkatkan perekonomian warga sekitar dan perbaikan lingkungan secara mandiri.

Furthermore, from 2018 until now, we have developed the mangrove forest area into a mangrove conservation area and related biodiversity area that continues to grow, in addition to making it an eco-tourism area, in collaboration with local stakeholders which these efforts delivers positive result to help improve the economy of local residents and have an impact on environmental improvements that are carried out independently.



Sebelum | Before

Sesudah | After

Proses penanaman hutan mangrove di Karawang.
Mangrove forest planting process in Karawang.

Arboretum Bamboo Park dan Citarum Bamboo Forest [413-1]

Arboretum Bamboo Park and Citarum Bamboo Forest [413-1]

Kami membangun Arboretum Bamboo Park di Plant 3 Karawang dengan luas area 4,5 hektar. Arboretum Bamboo Park memiliki 2.850 pohon dengan 17 macam jenis bambu, di antaranya: ampel hijau, ampel kuning, krisik hijau, krisik kuning, tamiang, ater, betung, tali, gembong, panda, cendani, ori, kasap, botol, buluh, leman, dan hitam.

We built the Arboretum Bamboo Park at Karawang 3 Plant over an area of 4.5 hectares. The Arboretum Bamboo Park contains 2,850 trees of 17 types of bamboo, including: green ample, yellow ample, green chrysanthemum, yellow chrysanthemum, tamiang, ater, betung, rope, kingpin, panda, cendani, ori, course, bottle reed, leman, and black.

Selain Arboretum Bamboo Park, kami juga membangun hutan bambu yang berlokasi di Citarum Area Jembatan Gantung Sukaharja, Karawang Barat dengan luas area sekitar 8.000 m². Hutan bambu ini dihuni 700 pohon bambu jenis ampel, betung, dan apus.

Aside from Arboretum Bamboo Park, we also built the bamboo forest located in the Citarum Area of Sukaharja Suspension Bridge, West Karawang, spread around 8,000 m². The Bamboo Forest housed some 700 bamboo trees of the ample, betung, and apus types.



Program Vokasi

Vocational Program

Sebagai wujud partisipasi dan kontribusi nyata terhadap program pengembangan kompetensi SDM di bidang industri, Toyota Indonesia secara aktif melaksanakan program pendidikan vokasi industri di berbagai wilayah di Indonesia, di antaranya provinsi Sulawesi Selatan, Jawa Timur, Jawa Tengah, dan Jawa Barat. Kami telah menyiapkan dan menjalankan Program Vokasi Industri yang berjalan selama 6 bulan, terdiri dari pendalaman keterampilan dasar (*fundamental skills*) dan praktik langsung di lini produksi di pabrik-pabrik TMMIN.

Jurusan yang kami tawarkan adalah yang berhubungan dengan manufaktur otomotif seperti logistik, pemeliharaan (*maintenance*), pencetakan (*moulding*), dan manajemen produksi. Saat ini TMMIN memiliki kapasitas 100 pelajar, pencari kerja, dan pekerja dalam Program Vokasi Industri.

Melengkapi program yang telah tersedia, Kami menandatangani MoU Kerja Sama Pengembangan Program 'Sinergi Perguruan Tinggi dan Industri'. Penandatanganan kerja sama ini diharapkan dapat menguatkan kontribusi perguruan tinggi sebagai Pusat Penelitian dan Pengembangan Teknologi. Tujuan kerja sama ini adalah agar kalangan industri, dapat mendukung transformasi perguruan tinggi untuk mencetak lebih banyak lulusan ahli yang cepat beradaptasi dan inovatif dalam menghadapi Kompetisi Era Industri 4.0, 'Green Economy', hingga Elektrifikasi, yang menjadi tantangan di masa depan.

Fokus kerja sama ini terletak pada aspek 'People Development' yaitu industri hadir untuk meningkatkan kapabilitas dan kualitas mahasiswa melalui eskalasi kurikulum pendidikan tinggi serta memberikan kesempatan magang di lini produksi maupun bidang yang sesuai sebagai upaya memberikan pengalaman kerja memperkaya wawasan praktikum yang saat ini menjadi prasyarat mutlak kebutuhan industri. Transfer ilmu pengetahuan juga diberikan melalui pelatihan industri dan pemaparan wawasan otomotif terkini melalui Toyota Manufacturing Concept yaitu *safety, environment, technology* serta manajemen industri.

As a manifestation of our real participation and contribution towards human resource competency development program in the industrial sector, Toyota Indonesia actively implements the industry's' vocational education in various regions of Indonesia, among others are the provinces of South Sulawesi, East Java, Central Java, and West Java. We have prepared and conducted the Industry Vocational Program, which ran for 6 months, consisting of fundamental skills and direct practice in the production line of TMMIN factories.

The majors we offer are those related to automotive manufacturing such as logistics, maintenance, printing, and production management. Currently TMMIN has the capacity of 100 students, job seekers and workers in the Industrial Vocational Program.

Complementing the existing programs, we signed the MoU on the Cooperation for the Development of the 'University and Industry synergy' Program. The signing of this collaboration is expected to strengthen the contribution of universities as Centers for Research and Technology Development. The purpose of this collaboration is so that the industry can support the University to produce more skilled graduates who are quick to adapt and innovative in facing the Industry 4.0 Era Competition, 'Green Economy', to electrification, which will become challenges in the future.

The focus of this collaboration in focus on 'People Development' aspect, which the industry exists to improve the capabilities and quality of students through the escalation of the university curriculum as well as providing internship opportunities in production lines and appropriate fields as an effort to provide work experience enriching practical insight which is currently an absolute prerequisite for Industry needs. Knowledge transfer is also provided through industrial training and exposure to the latest automotive insights through the Toyota Manufacturing Concept such as *safety, environment, technology* and industrial management.





Penandatanganan nota kesepahaman bersama antara Toyota Motor Manufacturing Indonesia dan Universitas Diponegoro untuk program Link & Match Pendidikan Tinggi. The memorandum of understanding signing between Toyota Motor Manufacturing Indonesia and Diponegoro University for the Link & Match Higher Education program.

Kontribusi Sosial Kemasyarakatan

Pandemi COVID-19 yang melanda Indonesia membuat seluruh pelaku industri, maupun masyarakat terdampak, dengan kelompok masyarakat berpenghasilan bawah merupakan kelompok paling rentan. Untuk itu, sekalipun Toyota Indonesia menjadi salah satu pelaku industri yang terdampak cukup parah sebagaimana tercermin dari penurunan produksi, kami bertekad turut mendukung upaya pemerintah dalam menanggulangi dampak maupun mencegah penyebaran pandemi COVID-19. Berikut uraian ringkas berbagai kegiatan sosial kemasyarakatan yang kami lakukan untuk membantu masyarakat yang terdampak, maupun mendukung upaya pencegahan penyebaran COVID-19.

1. Mendukung Upaya Pemerintah dan Masyarakat Mengatasi COVID-19, Toyota Indonesia Gandeng Balai Latihan Kerja untuk Produksi Face Mask

Mencegah dan mengatasi Pandemi COVID-19 menuntut kolaborasi yang baik antara semua elemen masyarakat. Sebagai wujud peran aktif Toyota Indonesia, hari ini (08/06) melakukan kegiatan penyerahan donasi 4 unit Kijang Innova ambulans, dan bersama *supply chain* yang tergabung dalam Toyota Manufacturers Club mendonasikan 34.800 *face mask* kepada Pemerintah Daerah DKI Jakarta. Kijang Innova buatan Karawang ini telah dikonversi menjadi ambulans sesuai standar untuk tindakan medis yang diperlukan oleh salah satu *supply chain* otomotif.

Kami menggandeng Balai Latihan Kerja (BLK) seperti Pusat Pelatihan Kerja Daerah (PPKD) Jakarta untuk memproduksi *face mask* yang didonasikan. Selain itu, kami menjalin kerja sama dengan akademis seperti Universitas Indonesia dan beberapa *supply chain* Toyota dalam pengembangan berbagai Alat Pelindung Diri (APD) seperti *flocked swab*, *medical google*, *hazmat suit*, *bag valve mask*, dan *face shield*.

Kami juga telah mendonasikan 5 unit Kijang Innova Ambulans kepada Palang Merah Indonesia (PMI) dan Kementerian Kesehatan Republik Indonesia serta 105.000 APD bersama dengan *dealer*, *supply chain*,

Community Social Contribution

The COVID-19 pandemic that hit Indonesia has impacted all industrial players as well as the society, with the low income groups being the most vulnerable. For this reason, even though Toyota Indonesia is one of the severely affected industrial players as reflected in its production decline, we remain determined to support the government's efforts to overcome the impact and prevent the spread of the COVID-19 pandemic. Following is description of the various community social activities we carried out to help impacted communities, as well as support efforts of preventing the spread of COVID-19.

1. Support Government's and Public's Efforts to Overcome COVID-19, Toyota Indonesia joined hands with Work Training Center for Face Mask Production

Preventing and overcoming the COVID-19 pandemic requires good collaboration between all elements of the society. As a form of active role, today (08/06) Toyota Indonesia held a donation activity for 4 units of the Kijang Innova ambulance, and together with the supply chain members of the Toyota Manufacturers Club donated 34,800 Face Masks to the DKI Jakarta Regional Government. Produced in Karawang, Kijang Innova units were converted into ambulance in accordance with medical standards required by an automotive supply chain.

In cooperation with the Work Training Center (BLK) such as the Jakarta Local Work Training Center (PPKD) we produced face masks made for donation. In addition, we worked together with academics such as Universitas Indonesia and Toyota's other supply chains to produce various Personal Protective Equipment (PPE) such as flocked swabs, medical goggles, hazmat suits, bag valve masks and face shields.

We also donated 5 units of Kijang Innova Ambulance to the Indonesian Red Cross (PMI) and the Ministry of Health of the Republic of Indonesia as well as 105,000 Personal Protective Equipment (PPE) along



dan afiliasi. Kemudian berkolaborasi dengan PT Serasi Autoraya (SERA) menyediakan 68 unit mobil untuk menunjang mobilitas tenaga medis COVID-19 di 15 kota besar di Indonesia.

Kami juga memberikan bantuan langsung berupa paket bahan pokok dan kebutuhan untuk menjaga kebersihan diri untuk mencegah penularan COVID-19 seperti *hand sanitizer*, masker kain, sabun cuci tangan antiseptik, alat pencuci tangan portabel serta kebutuhan lainnya kepada masyarakat di lingkungan sekitar dan *dealer* kami di seluruh Indonesia.

Seluruh realisasi donasi ini merupakan rangkaian dari aktivitas *corporate social responsibility* kami dalam menghadapi COVID-19.

2. Bersama Pemda Karawang Hadapi Wabah COVID-19

Pada tanggal 9 Juni 2020, Toyota Indonesia menyerahkan 2 unit Kijang Innova ambulans dan 3.000 APD yang terdiri dari *protection clothes*, *disposable medical mask*, *medical goggle*, *face shield*, dan *disposable mask* kepada Pemerintah Daerah (Pemda) Karawang sebagai bagian dari peran aktif kami dalam kolaborasi menghadapi pandemi COVID-19. Sebelumnya di bulan Mei 2020, kami telah mendonasikan 9,5 ton beras.

Donasi ini merupakan rangkaian dari aktivitas *corporate social responsibility* kami dalam menghadapi COVID-19.

3. Bantuan Penanggulangan COVID-19 untuk Pemerintah Kota Bekasi

Toyota Indonesia kembali menyalurkan donasi penanggulangan pandemi COVID-19 untuk pihak Pemda. Pada kesempatan kali ini, donasi berupa 1 unit Kijang Innova ambulans dan 3.000 *face mask* diperuntukkan bagi Pemerintah Kota (Pemkot) Bekasi.

with dealers, supply chains and affiliates. Then collaborated with PT Serasi Autoraya (SERA) to provide 68 cars to support the mobility of COVID-19 medical personnel in 15 major cities in Indonesia.

Moreover, we also provided direct assistance in the form of basic necessity packages and needs for personal hygiene to prevent transmission of COVID-19 such as hand sanitizers, cloth masks, antiseptic hand washing soap, portable hand washing tools and other needs to the local community and our dealers throughout Indonesia.

All actualized donations above were part of our corporate social responsibility activities in dealing with COVID-19.

2. Together with Karawang Regional Government in Facing COVID-19 Pandemic

Today on 9 June 2020, Toyota Indonesia handed over 2 units of Kijang Innova ambulance and 3,000 Personal Protective Equipment (PPE) consisting of Protection Clothes, Disposable Medical Masks, Medical Goggles, Face Shields, and Disposable Masks to the Karawang Regional Government (Pemda) as part of our active role in collaborating against the COVID-19 pandemic. Earlier in May 2020, we donated 9.5 tons of rice.

These donations were part of our corporate social responsibility activities in facing COVID-19.

3. COVID-19 Countermeasures Assistance for the Regional Government of Bekasi

Toyota Indonesia again distributed donations for response to the COVID-19 pandemic to the local government (Pemda). On this occasion, donations in the form of 1 unit of Kijang Innova ambulance and 3,000 face masks were for the Bekasi City Government

Donasi ke Pemkot Bekasi.
Donation to Bekasi Regional Government.



Penyerahan bantuan tersebut dilakukan Direktur Administrasi, Korporasi, dan Hubungan Eksternal PT Toyota Motor Manufacturing Indonesia (TMMIN), Bob Azam, pada tanggal 16 Juli secara langsung dan diterima Walikota Bekasi Rahmat Effendi.

Pemberian 1 unit ambulans kepada Pemkot ini merupakan bagian dari jumlah total Kijang Innova ambulans sebanyak 17 unit yang didonasikan ke berbagai kalangan dalam rangka aktivitas *corporate social responsibility* (CSR) kami dalam membantu penanggulangan dan pengentasan pandemi COVID-19.

4. Peduli Lembaga Pendidikan Menghadapi Pandemi COVID-19

Sejalan dengan semangat Toyota Berbagi, pada tanggal 23 Juni 2020, kami menyerahkan donasi kepada Pondok Pesantren yang merupakan salah satu lembaga pendidikan tertua di Indonesia dan bagian tidak terpisahkan dari masyarakat Indonesia. Upaya ini merupakan wujud peran aktif kami dalam membantu berbagai kalangan masyarakat dalam upaya percepatan penanggulangan pandemi COVID-19 di Indonesia.

Kali ini, kami menyerahkan donasi 1 unit Kijang Innova ambulans, 2.250 *face mask*, *hand sanitizer*, dan paket bahan pokok kepada Pondok Pesantren An Nawawi Tanara, Banten. Selain itu sebanyak 2 unit Kijang Innova ambulans, 4.500 *face mask*, *hand sanitizer*, dan paket bahan pokok telah dialokasikan untuk diserahkan kepada Pondok Pesantren lain dalam waktu dekat.

Kami juga bekerja sama dengan pihak lembaga pendidikan lain, seperti Universitas Indonesia dan Balai Latihan Kerja (BLK) seperti Pusat Pelatihan Kerja Daerah (PPKD) Jakarta, selain dengan beberapa *supply chain*, dalam pengembangan berbagai alat pelindung diri (APD) seperti *face mask*, *flocked swab*, *medical google*, *hazmat suit*, *bag valve mask*, dan *face shield*.

Bersama para *dealer*, *supply chain*, dan afiliasi, kami juga telah menyerahkan 108.000 APD dan 34.800 *face mask*. Bantuan lain yang juga telah kami salurkan antara lain berupa paket bahan pokok dan kebutuhan untuk menjaga kebersihan diri untuk mencegah penularan COVID-19, seperti *hand sanitizer*, masker kain, sabun cuci tangan antiseptik, alat pencuci tangan portabel serta kebutuhan lainnya kepada masyarakat di lingkungan sekitar dan *dealer* kami di seluruh Indonesia.

(Pemkot). The handover of the aid was carried out by the Director of Administration, Corporation and External Relations of PT Toyota Motor Manufacturing Indonesia (TMMIN) Bob Azam today, 16 July, in person and received by the Mayor of Bekasi, Rahmat Effendi.

Providing 1 ambulance unit to the City Government was part of the total 17 units of Kijang Innova ambulance donated to various groups in the context of our corporate social responsibility (CSR) activities in helping to overcome and alleviate the COVID-19 pandemic.

4. Care for Educational Institutions in Facing COVID-19 Pandemic

In line with the spirit of Toyota Berbagi, on 23 June 2020, we handed over donations to Islamic boarding schools, which are one of the oldest educational institutions in Indonesia and an integral part of Indonesian society. This effort was a manifestation of our active role in helping various groups of people in efforts to accelerate the response to the COVID-19 pandemic in Indonesia.

This time, we donated 1 unit of Kijang Innova Ambulance, 2,250 face masks, hand sanitizers, and packages of staples to Pondok Pesantren An Nawawi Tanara-Banten. In addition, 2 units of Kijang Innova Ambulance, 4,500 face masks, hand sanitizers, and packages of basic necessities were handed over to other Islamic boarding schools in the near future.

We also worked together with other educational institutions such as Universitas Indonesia and Work Training Center (BLK) such as the Jakarta Local Work Training Center (PPKD), aside from several supply chains in developing various personal protection gears (PPE) such as face mask, flocked swab, medical goggle, hazmat suit, bag valve mask and face shields.

Together with dealers, supply chains and affiliates, we also delivered 108,000 PPE and 34,800 face masks. Other assistance we have also provided, among others, were in the form of packages of basic necessities and self-hygiene needs to help prevent the spread of COVID-19, including hand sanitizers, fabric masks, hand-wash antiseptic soap, portable hand-washing equipment and other necessities to local communities and our dealers throughout Indonesia.



TMMIN Supporting to COMMUNITY 2020

Januari-Mei
January-May



- Serah terima penyemprot dan disinfektan (11 unit).
- Serah terima mesin cuci tangan otomatis (21 unit).
- IGA expansion laundry untuk Puseurjaya desa Karawang.
- Air isi ulang IGA untuk desa Sirnabaya Karawang
- Bantuan timbangan bayi untuk Posyandu RW 09 Sungai Bambu, Sunter.
- Perbaikan saluran drainase dan pintu air Sunter Jaya.
- Kompetisi sekolah kesehatan SDN Margamulya Karawang
- Handover sprayer and disinfectant (11 units).
- Handover of mobile hand washers (21 units).
- IGA expansion laundry for Puseurjaya village Karawang.
- IGA Water refill for Sirnabaya village Karawang
- Support baby scales for Posyandu RW 09 Sungai Bambu, Sunter.
- Repair of drain and slice gate Sunter Jaya.
- Competition health school SDN Margamulya Karawang

Juni-Juli
June-July



Donasi rutin 4.240 paket Idul Fitri.
Routine donation of Idul Fitri 4,240 packages.



Modifikasi mobil ambulans desa Margakaya Karawang.
Modification ambulance Margakaya village Karawang.

TMMIN Supporting to COMMUNITY (related COVID-19 Pandemic)

Januari-April
January-April

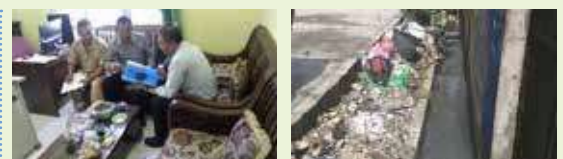


Program KSC daerah Karawang: kolaborasi dengan CSR:
Karawang area KSC program: Collab with CSR

- Karaba Indah
- Bintang Alam
- Buana Taman Sari
- Harmoni
- Banowati
- Local Community

- Pencuci tangan untuk area Karawang: 11 unit
- Masker untuk daerah Karawang: 3.600 buah.
- Disinfektan untuk area Karawang: 1.920 liter.
- Spanduk untuk kawasan Karawang: 48 buah.
- Handwasher for Karawang area: 11 unit
- Mask for Karawang area: 3,600 pcs.
- Disinfectant for Karawang area: 1,920 liter.
- Banner for Karawang area: 48 pcs.

Mei-Juni
May-June



- Donasi rutin Idul Fitri.
- Bantuan 13 set pencuci tangan dan penyemprot disinfektan.
- Routine donation Idul Fitri.
- Support 13 sets handwasher and disinfectant sprayer.

Agustus-September
August-September



Donasi rutin Idul Adha (masyarakat: 9 sapi; mitra keamanan & pemangku kepentingan: 4 sapi; dan 59 kambing).
Routine donation of Idul Adha (community: 9 cows; security partner & stakeholder: 4 cows; and 59 goats).



Seragam untuk petugas keamanan masyarakat Sunter dan Karawang.
Uniform for security community Sunter and Karawang.

Oktober-November
October-November



Bantuan donasi 5.000 masker kepada 2 puskesmas di Karawang dan 2 di kecamatan Sunter.
Support donation 5,000 masks to 2 public health facilities Karawang and 2 sub district at Sunter.

Desember
December



Bantuan donasi 14.750 masker kepada 2 puskesmas di Karawang dan 2 di kecamatan Sunter.
Support donation 14,750 masks to 2 public health facilities Karawang and 2 sub district at Sunter.

Kampung Siaga COVID-19



Bob Azzam menghadiri penyuluhan kepada masyarakat untuk program kampung siaga COVID-19.
Bob Azzam attending socialization to the community for COVID-19 awareness village program.



Persediaan tempat cuci tangan portabel untuk masyarakat.
Portable hand washing facilities for the community.



Pemberian informasi dan sosialisasi kepada warga sekitar.
Providing information and socialization to local residents.



Spanduk informasi tentang protokol kesehatan COVID-19.
Information banners about COVID-19 health protocol.

Juli-Agustus
July-August



- Donasi rutin Idul Adha.
- Bantuan acara HUT RI.
- Routine donation Idul Adha.
- Support event HUT RI.

Since April 2020, routine monthly support to our ring-1 community (Sunter and Karawang):

- Masker 1.500 pcs
- Disinfectant 18 galon (360 liter)

Pengembangan SDM Berskala Dunia

World-Scale HR Development

Berpegang teguh pada filosofi Toyota Indonesia yaitu *"We Make People before We Make Product"*, kami memahami bahwa pengembangan kualitas SDM yang unggul dan kompetitif merupakan kunci pertumbuhan yang berkelanjutan. Dengan terus beradaptasi dengan persaingan pasar global dan berinovasi seiring dengan berkembangnya gaya hidup masyarakat, kami berkeyakinan dapat terus tumbuh secara positif di masa-masa mendatang.

Pendekatan Kami

Toyota Indonesia mengembangkan dan mengoperasikan tiga buah TMMIN Learning Center (TLC) yaitu TLC Karawang *Plant* dengan tugas membangun karyawan untuk area produksi mesin dan TLC yang berfokus pada keterampilan dan keahlian produksi kendaraan berlokasi di TMMIN Sunter Plant dan TMMIN Karawang Plant 1 & 2. TLC juga dipergunakan sebagai tempat pelatihan bagi para pemasok lokal dan institusi pendidikan serta komunitas di sekitar lokasi.

Lembaga Sertifikasi Profesi

Dengan lisensi BNSP, kami mendirikan Lembaga Sertifikasi Profesi (LSP) yang berfungsi untuk melakukan pengujian pada skema kompetensi manufaktur otomotif. LSP TMMIN diperkaya dengan 56 pelatih, 89 asesor dengan sertifikasi BNSP, dan Tempat Uji Kompetensi yang tersebar baik di TMMIN Learning Center, yang merupakan pusat pelatihan dan pendidikan bagi karyawan serta peserta program vokasi, maupun di lokasi-lokasi kerja sebagai bagian dari praktik lapangan. Per 2020, sebagian besar karyawan dan siswa vokasi di TMMIN telah meraih sertifikasi di 66 skema kompetensi.

Toyota Indonesia Academy

Didirikan pada tahun 2015, Toyota Indonesia Academy (TIA) ditujukan untuk menelurkan SDM yang unggul dan berkualitas di bidang manufaktur industri serta penguasaan teknologi terkini. Setiap tahun, TIA menghasilkan lulusan-lulusan yang berasal dari SMK terpilih setelah menjalani studi manufaktur otomotif selama 1 (satu) tahun. Selama mengenyam pendidikan di TIA, siswa mempelajari mata pelajaran dasar,

Upholding the philosophy of Toyota Indonesia, *"We Make People Before We Make Product"*, we understand that development of the HR quality of excellence and competitiveness is the key to sustainable growth. By continuously adapting to the global market and innovate in line with the developing lifestyle of the society, we believe we can continue to grow positively in the future.

Our Approach

Toyota Indonesia develops and operates three TMMIN Learning Center (TLC), namely TLC Karawang Plant with duties to develop the employees for the engine production area and TLC which focuses on skills and expertise on vehicle production located in TMMIN Sunter Plant and TMMIN Karawang 1 & 2 Plants. The TLC is also used for training of local suppliers and educational institutions as well as communities surrounding the location.

Professional Certification Agency

With the BNSP license, we established the Professional certification Agency (LSP) that functions to assess the competency scheme of automotive manufacturing. LSP TMMIN is equipped with 56 trainers, 89 BNSP certified assessors and Competency Testing Sites spread throughout TMMIN Learning Centers as the training and education center for employees and vocational program participants as well as in working locations where field practices take place. As of 2020, as many as most of the employees and vocational students at TMMIN were certified for 66 competency schemes.

Toyota Indonesia Academy

Established in the year 2015, Toyota Indonesia Academy (TIA) is intended to generate HR of excellence and qualified in the manufacturing industry as well as in mastering the latest technology. Every year, TIA produces graduates from selective Vocational High Schools following a year of study on automotive manufacturing. During the study period, the students received education on basic subjects, technical skill, industrial characteristics



keterampilan teknis, karakteristik dan budaya industri dengan penekanan pendidikan pada kemampuan praktik sekitar 60% dalam kurun waktu 1 (satu) tahun pendidikan.

Pada 2020, TMMIN merayakan kelulusan 64 wisudawan Akademi Komunitas Toyota Indonesia atau yang lebih dikenal dengan nama Toyota Indonesia Academy (TIA) yang terdiri dari 32 wisudawan D1 angkatan ke-5 jurusan Teknik Pemeliharaan Mesin Otomasi (TPMO) dan 32 wisudawan D2 angkatan ke-2 jurusan Tata Operasi Perakitan Kendaraan Roda 4 (TOPKR4) yang sudah tersertifikasi keahlian berstandar nasional dari Badan Nasional Sertifikasi Profesi (BNSP).

Berbeda dengan tahun-tahun sebelumnya, seremoni perayaan kelulusan TIA tahun ini dilaksanakan secara virtual dari kediaman masing-masing lulusan yang didampingi oleh orangtua/wali demi mencegah penyebaran virus COVID19.

Hingga tahun 2020 ini, TIA telah mencetak total 223 lulusan D1 dan D2 (angkatan ke-1 hingga angkatan ke-5) bersertifikasi BNSP yang sebagian besar sudah menjadi bagian TMMIN dan perusahaan rantai suplai otomotif.

and culture with an educational emphasis on practical ability of around 60% within 1 (one) year of education.

In the year 2020, TMMIN celebrated 64 graduates of Toyota Indonesia community Academy (AKTI) or known as Toyota Indonesia Academy (TIA) which consisted of 32 graduates of Diploma of Batch-5 majoring in Automation Machine Maintenance Techniques and 32 graduates of D2 Batch-2 majoring in Operation Procedures for 4-Wheel Vehicles Assembly (TOPKR4) certified with national standard expertise from the National Professional Certification Agency (BNSP).

Unlike the previous years, this year's TIA graduation ceremony was held virtually from the residence of each graduate, accompanied by parents/guardians to prevent the spread of the COVID19 virus.

Until the year 2020, TIA has generated a total of 223 BNSP-certified D1 and D2 graduates (batch 1 to batch 5) most of whom have become part of TMMIN and automotive supply chain companies.



Siswa TIA berlatih untuk Ajang *World Skill* Shanghai.
TIA students train for the Shanghai World Skill Event.

Selama 5 tahun berdiri, TIA telah mencatatkan prestasi membanggakan baik di tingkat nasional maupun internasional. Di tingkat internasional, mahasiswa TIA dari jurusan Tata Operasi Perakitan Kendaraan Roda 4, akan mengikuti kompetisi *World Skill* dengan kategori

During the 5 years of its existence, TIA has recorded some impressive achievements of both national and international levels. At the international level, a TIA student majoring in Operation Procedures for 4-Wheel Vehicles Assembly (TOPKR4) will take part in the World



“Plastik Die Engineering” dan “Prototype Modelling” di Shanghai, Cina tahun 2022. Sementara itu di tingkat nasional, mahasiswa TIA berhasil memperoleh peringkat ke-1 dan ke-2 dalam seleksi nasional (seleknas) yang diselenggarakan oleh Kementerian Tenaga Kerja dan memperoleh kesempatan menjadi peserta ASEAN Skill Competition (ASC) XIII di bidang Internet of Things (IoT) di Singapura tahun depan. Sebanyak 2 pengajar TIA juga diundang oleh Kementerian Tenaga Kerja untuk menjadi tenaga ahli kejuruan tersebut.

Dengan fasilitas pendukung yang lengkap dan dosen yang kompeten di bidangnya, kurikulum TIA ditinjau setiap 5 (lima) tahun agar selalu sesuai dengan perkembangan dan tuntutan industri serta sedapat mungkin dikaitkan dengan kurikulum di Sekolah Menengah Kejuruan (SMK). Selain itu, mahasiswa juga melakukan pemagangan kerja secara langsung (*on the job training*) di lini produksi PT TMMIN sebagai wujud *link and match* pendidikan vokasi dengan dunia industri.

Relevansi dengan Pencapaian Tujuan Keberlanjutan SDGs

Realisasi kegiatan Kontribusi Sosial yang kami laksanakan sebagaimana telah diuraikan tersebut selaras dengan pencapaian 3 rumusan tujuan SDGs, yakni:

1. **Tujuan ke-3** – Kesehatan dan Kesejahteraan
2. **Tujuan ke-4** – Pendidikan Berkualitas.
3. **Tujuan ke-8** – Pertumbuhan Ekonomi dan Pekerjaan yang Layak.

Skill competition for category “Plastic Die Engineering” and “Prototype Modelling” in Shanghai, China in the year 2022. Meanwhile at the national level, TIA students managed to achieve ranking 1st and 2nd in the national selection held by the Ministry of Manpower and obtained the opportunity to become participants at the ASEAN Skill Competition (ASC) XIII in the field of Internet of Things (IoT) in Singapore next year. Two TIA trainers are also invited by the Ministry of Manpower to become experts in this vocational education.

With complete supporting facilities and competent teachers in the field, TIA curriculum is reviewed once every 5 (five) years so that it is always in line with industry developments and demands and wherever possible related to the curriculum of Vocational High Schools (SMK). Furthermore, students also carry out on the job training in the production line of PT TMMIN as the manifestation of link and match in vocational education with the industrial sector.

Relevance to Achieving SDGs Sustainability Objectives

The realization of the Social Contribution activities that we carry out, as described above, is aligned with the achievement of 3 formulation of the SDGs objectives, namely as follows:

1. **Objective-3** – Health and Welfare
2. **Objective-4** – Quality Education
3. **Objective-8** – Economic Growth and Decent Job



Wisuda mahasiswa TIA.
TIA student graduation.

Generasi Industri Berbudaya Inovasi The Industrial Generation with Innovation Culture

Lulusan TIA Ciptakan Robot UV Desinfektan untuk Mencegah Penyebaran COVID-19

Toyota Indonesia memberikan fokus utama pengembangan SDM melalui budaya inovasi kepada mahasiswa TIA melalui pembelajaran untuk meningkatkan efisiensi industri di bidang logistik, pemeliharaan, dan standar kerja. Mahasiswa TIA dilatih aktif menyalurkan ide dan inovasi dalam sistem produksi agar efektivitas dan efisiensi pekerjaan dapat dicapai melalui perbaikan sistem dengan menciptakan alat yang mempermudah pekerjaan di lini produksi bahkan di kehidupan sehari-hari. Di tengah tantangan pandemi, kreativitas lulusan TIA diwujudkan dengan kehadiran Robot UV yang dapat membantu memutus rantai penyebaran virus COVID-19.

Lulusan TIA dibantu para mentor membuat Robot UV sebagai alat bantu sterilisasi ruangan dengan mematikan berbagai virus tanpa harus melibatkan kontak manusia karena Robot UV cukup dikendalikan melalui *remote control* oleh satu orang pilot secara jarak jauh hingga 300 m di dalam gedung dan 1 km di luar gedung. Robot UV juga dilengkapi dengan 2 kamera yang bisa menampilkan pandangan hingga 360 derajat dan mampu beroperasi hingga 5 jam dengan 2 jam lampu UV-C. Selain itu, robot ini juga mempunyai sensor infra merah pada 8 sisi sehingga tidak akan menabrak saat dikendalikan serta menggunakan roda omni agar robot dapat bergerak maju-mundur kanan-kiri dan menyerong tanpa memutar arah.

“Robot UV karya lulusan TIA menjadi bukti bahwa TIA berhasil mencetak generasi dengan ide-ide perubahan maupun pembaruan yang tidak hanya bermanfaat di lingkungan kerja namun juga bagi masyarakat. Selain itu, TIA juga melakukan pengembangan kurikulum pendidikan vokasi bagi SMK untuk menjembatani gap antara keahlian lulusan SMK dengan kebutuhan yang disyaratkan pendidikan tinggi maupun industri. Kami meyakini, kehadiran SDM industri yang kompetitif dan berbudaya inovasi sangat penting dalam menyambut era digital, industri 4.0, dan juga elektrifikasi.”

TIA Graduates Created the Disinfectant UV Robots to Prevent the Spread of COVID-19

Toyota Indonesia provides the main focus in developing human resources through a culture of innovation to TIA students through learning to improve industrial efficiency in logistics, maintenance, and work standards. TIA students are trained to actively extend their ideas and innovations in the production system so that effectiveness and efficiency of their work are achievable through system improvements by creating the tools that would make it easier to work on in the production line and even in everyday life. In the midst of the pandemic, creativity of the TIA students is manifested by the presence of the UV Robot that can help cut the spreading chain of the COVID-19 virus.

TIA graduates, assisted by the mentors, produced the UV Robots as support tools to sterilize the rooms by killing various viruses without involving human contact as the UV Robots can be controlled via remote control by one pilot remotely up to 300 m from inside the building and 1 km outside of the building. The UV Robot is also equipped with 2 cameras that can display the view up to 360 degrees and is capable of operating up to 5 hours with 2 hours of UV-C lighting. In addition, the robot also has an infra-red sensor on 8 sides so that it will not crash when controlled and it utilizes omni wheels so that the robot can move upward-backwards and sideways as well as diagonally without having to turn direction.

“The UV robot created by TIA graduates is proof that TIA has succeeded in creating a generation with ideas for change and renewal that are not only beneficial in the working environment but also for the society. In addition, TIA also develops a vocational education curriculum for SMK to bridge the gap between the skills of SMK graduates and the needs required by higher education and the industry. We believe that the presence of competitive industrial human resources and a culture of innovation is very important in welcoming the digital era, industry 4.0, and also electrification”





KARAKU STACKING PROCES

EMPTY

01





05

Tata Kelola Keberlanjutan

Sustainability Governance

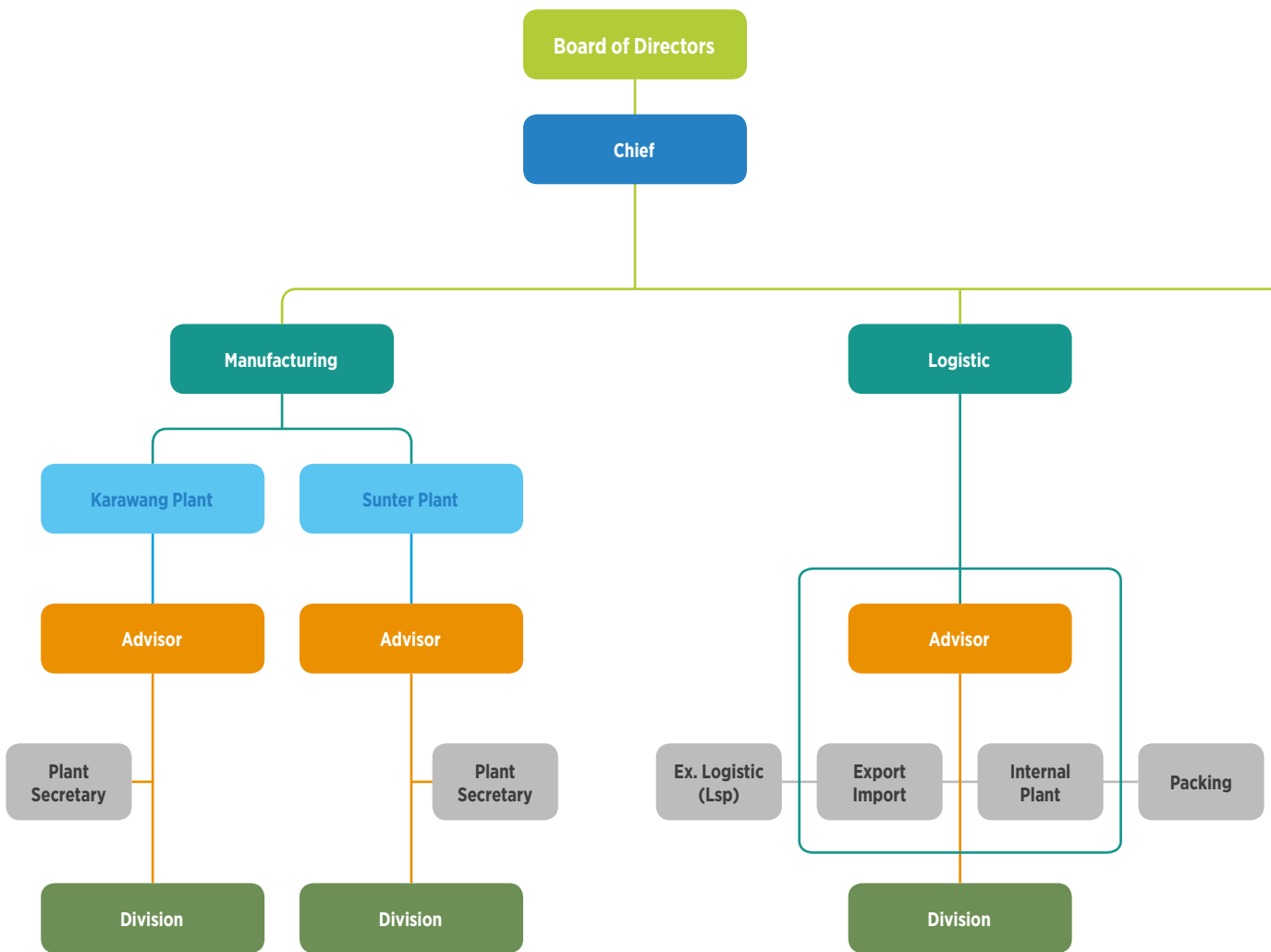


Toyota Indonesia bertekad menunjukkan diri sebagai salah satu *Good Corporate Citizen* dengan senantiasa menerapkan praktik terbaik prinsip-prinsip tata kelola perusahaan berstandar global maupun nasional untuk menjamin pencapaian kinerja pengembangan usaha yang berkualitas dan berkesinambungan, sekaligus mendukung pencapaian berbagai tujuan keberlanjutan dalam SDGs.

Toyota Indonesia is determined to show itself as one of the *Good Corporate Citizens* by always applying the best practices of global and national standard corporate governance principles to ensure the achievement of quality and sustainable business development performance, while at the same time supporting the achievement of various sustainability goals in the SDGs.

Struktur Tata Kelola [102-18, 102-22, 102-23]

Governance Structure [102-18, 102-22, 102-23]



Dewan Komisaris

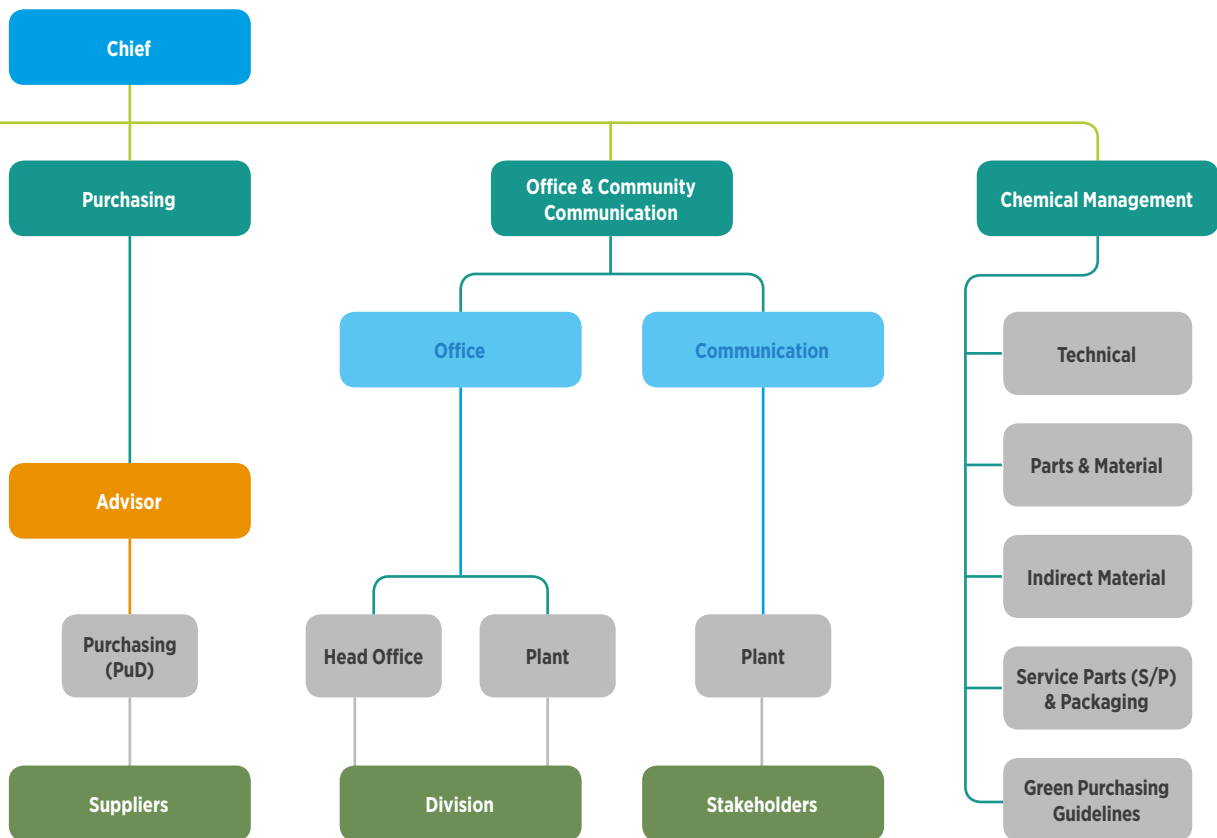
Board of Commissioners

Jabatan	Nama/Name	Position
Presiden Komisaris	Masahiko Maeda	President Commissioner
Wakil Presiden Komisaris	Motonobu Takemoto	Vice President Commissioner
Komisaris	Henry Tanoto	Commissioner

Direksi

Board of Directors

Jabatan	Nama/Name	Position
Presiden Direktur	Warih Andang Tjahjono	President Director
Wakil Presiden Direktur	Edward Otto Kanter	Vice President Director
Direktur	Yui Hastoro Sapardyanto	Director
Direktur	Bob Azam	Director
Direktur	Keijiro Inada	Director
Direktur	Johannes Nandi Julyanto	Director
Direktur	Darmawan Widjaja	Director
Direktur	Toermoedi Soedjiargiono	Director
Direktur	Masamichi Tanaka	Director
Direktur	Tadao Nasu	Director



Komite Lingkungan [102-22]

Environment Committee [102-22]

TMMIN memiliki Komite Lingkungan yang bertanggung jawab pada segala aspek yang berhubungan dengan keberlanjutan lingkungan baik melalui program atau kegiatan di sekitar maupun di luar wilayah operasi Toyota Indonesia.

Komite Lingkungan bertanggung jawab langsung kepada Direksi. Komite Lingkungan mengikutsertakan wakil dari setiap divisi yang bertugas untuk memastikan bahwa seluruh bagian perusahaan terlibat dalam upaya menuju sasaran yang telah ditetapkan baik dari aspek *output* ekonomi maupun mitigasi lingkungan. Dengan demikian, setiap area bisnis dalam perusahaan telah merumuskan lingkup tanggung jawab tentang isu keberlanjutan sehingga menghasilkan tindakan yang komprehensif di seluruh elemen perusahaan.

Komite Lingkungan memiliki beberapa sub komite pada setiap proses bisnis yang penting. Setiap sub-komite memiliki objektif masing-masing yang relevan dengan kegiatannya dan berkoordinasi dengan Komite Lingkungan.

TMMIN has an Environmental Committee which is responsible for all aspects related to environmental sustainability either through programs or activities around or outside the Toyota Indonesia operating area.

The Environment Committee reports directly to the Board of Directors. The Environmental Committee includes representatives from each division who are tasked with ensuring that all parts of the company are involved in efforts to achieve predetermined goals, both from the aspects of economic output and environmental mitigation. Thus, each business area within the company has formulated a scope of responsibility regarding sustainability issues so as to produce comprehensive actions in all elements of the company.

The Environment Committee has several sub committees on every important business process. Each sub-committee has its own objectives that are relevant to its activities and coordinates with the Environment Committee.

Tugas dan Tanggung Jawab Pengelolaan Lingkungan

Duties and Responsibilities of Environmental Management

Posisi Position	Tugas dan Tanggung Jawab	Duties and Responsibilities
Direksi Board of Directors	Memberikan arahan untuk membuat objektif, kebijakan, dan <i>action plan</i> (<i>hoshin</i>)	Provide direction to set objectives, policy, and action plans (<i>hoshin</i>)
Officer	Memimpin <i>action plan</i> perusahaan terkait lingkungan serta mengawasi perkembangan dan tindak lanjutnya.	Lead the company's action plan regarding the environment as well as monitor its development and follow up.
Sekretaris Secretary	<ol style="list-style-type: none"> Menangani isu lingkungan dari internal dan eksternal serta dilanjutkan pada kebijakan perusahaan dan <i>action plan</i>. Mendukung Sub Komite dengan menyediakan: <ol style="list-style-type: none"> Standar dan regulasi lingkungan Komunikasi dengan pemerintah serta pihak eksternal lainnya terkait masalah lingkungan Kebijakan Pendidikan dan pelatihan untuk meningkatkan kompetensi anggota 	<ol style="list-style-type: none"> Address both internal and external environmental issues to be followed up on company policies and action plans. Support Sub-committees by providing: <ol style="list-style-type: none"> Environment standards and regulation Communication with government as well as other external parties regarding environmental issues Policies on training and education to improve member competency
Supervisor	Bertanggung jawab pada pencapaian objektif dan target perusahaan di masing-masing Sub Komite.	Responsible for achieving the company's objectives and targets in each Sub-Committee.
Advisor	Memberikan saran aktivitas kelompok yang sesuai dengan objektif dan target lingkungan TMMIB.	Provide advice for appropriate group activities in line with the objectives and environmental targets of Toyota Indonesia.



Posisi Position	Tugas dan Tanggung Jawab	Duties and Responsibilities
Koordinator Coordinator	<p>Leader:</p> <ol style="list-style-type: none"> Mengkoordinasikan divisi/departemen untuk mendukung Pimpinan Sub Komite mulai dari aktivitas kelompok hingga operasional sehari-hari. Memastikan program implementasi telah dilakukan dan dikelola. Melakukan <i>review</i> berkala atas perkembangan aktivitas kelompok. Berkomunikasi dengan TMC-TMAP perihal aktivitas kelompok (aspek teknis). <p>Advisor: Memberikan saran terkait implementasi aktivitas dan tanggapan dari hasil perkembangan.</p> <p>Sekretaris:</p> <ol style="list-style-type: none"> Mendukung arahan dari Sub Leader atas implementasi dari target objektif di dalam operasional Sub Komite. Mendukung Sub Leader perihal pengajuan data dan komunikasi dengan Sekretaris perusahaan. <p>Divisi/Departemen:</p> <ol style="list-style-type: none"> Mengimplementasikan dan mewujudkan target objektif di dalam Divisi/Departemen. Berkomunikasi dengan TMC-TMAP perihal detail aktivitas (aspek teknis). 	<p>Leader:</p> <ol style="list-style-type: none"> Coordinate Division/Department to support the Head of Sub-committee from group activity to daily operations. Ensure program implementation has been carried out and well-managed. Carry out periodic reviews on group activity development. Communicate with TMC-TMAP on group activity (technical aspect). <p>Advisor: Provide advice regarding activity implementation and feedback from results.</p> <p>Secretary:</p> <ol style="list-style-type: none"> Support the directives of Sub-Leaders regarding objective targets in the operations of Sub-Committees. Support the Sub-Leader regarding proposals of data and communication with the corporate secretary. <p>Division/Department:</p> <ol style="list-style-type: none"> Implement and realize objective targets in Divisions/Departments. Communicate with TMC-TMAP regarding activity details (technical aspect).



TMMIN Labor Union Center.
TMMIN Labor Union Center.

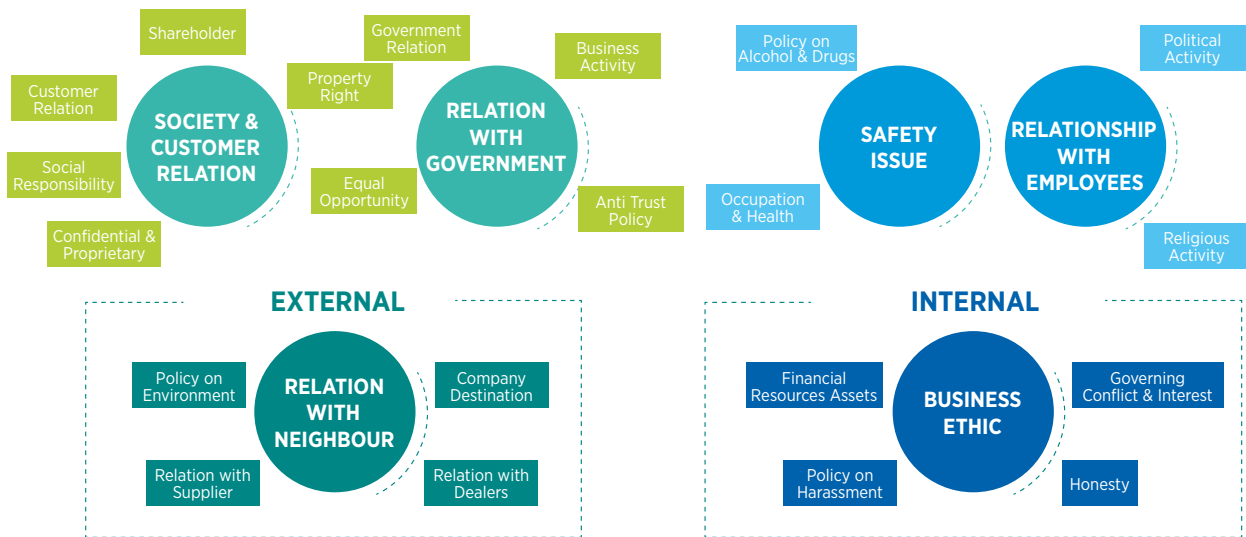


Kode Etik dan Integritas [102-16, 102-17]

Code of Ethics and Integrity [102-16, 102-17]

TMMIN memiliki Pedoman Perilaku yang mengatur tentang etika dan integritas seluruh karyawan dalam bersikap, bekerja dan bertingkah laku. Pedoman ini juga mengatur bagaimana elemen perusahaan bertindak dalam hubungannya dengan mitra usaha (*dealer*, pemasok, vendor, pelanggan, dan pemangku kepentingan lainnya), serta hubungan terhadap lingkungan sekitarnya.

TMMIN has a Code of Conduct which regulates ethics and integrity of all employees in their attitude, work and behavior. This guideline also regulates how company elements act in relation to business partners (dealers, suppliers, vendors, customers and other stakeholders), as well as the relationship to the surrounding environment.



Konflik Kepentingan [102-25]

Conflict of Interest [102-25]

TMMIN senantiasa mendorong setiap anggota perusahaan untuk bekerja secara profesional dan independent serta menjunjung tinggi integritas. Oleh sebab itu, setiap orang diharapkan bekerja sesuai dengan lingkup kerjanya dan terhindar dari segala bentuk konflik kepentingan yang dapat mempengaruhi kinerja dan pengambilan keputusan terkait dengan proses pengambilan keputusan investasi strategis maupun operasional TMMIN.

TMMIN always encourages every member of the company to work professionally and independently and uphold integrity. Therefore, everyone is expected to work in accordance with their scope of work and avoid all forms of conflict of interest that could affect performance and decision making related to TMMIN's strategic and operational investment decision-making processes.



Program Whistleblowing

Whistleblowing Program

Untuk mendukung peningkatan kualitas penerapan tata kelola perusahaan dan penerapan Pedoman Perilaku, TMMIN memiliki *Whistleblowing Program* (WBP), yaitu sistem pelaporan pelanggaran yang berfungsi sebagai sistem alternatif bagi karyawan dan vendor untuk menyampaikan laporan kepada manajemen tentang dugaan terjadinya tindakan kecurangan (*fraud*), perilaku tidak etis dan pelanggaran peraturan dan hukum yang terjadi selain melalui saluran komunikasi yang sudah tersedia. WBP memungkinkan pelapor untuk mengajukan pelaporan secara anonim di mana kerahasiaan identitas pelapor dijaga dan dijamin oleh TMMIN atas dasar keamanan.

To support the improvement of the quality of the implementation of corporate governance and the implementation of the Code of Conduct, TMMIN has a *Whistleblowing Program* (WBP), which is a violation reporting system that functions as an alternative system for employees and vendors to submit reports to management regarding suspected acts of fraud, ethical and violations of rules and laws that occur other than through the communication channels that are already available. WBP allows the reporter to submit an anonymous report where the confidentiality of the reporter's identity is guarded and guaranteed by TMMIN on the basis of security.

Sarana Pengaduan WBP WBP Complaint Facility	Penyelesaian Masalah Settlement of Issues
<ol style="list-style-type: none"> <i>Whistleblowing Program Box</i> <ul style="list-style-type: none"> Karawang Plant : Lobby Balai Karyawan Head Office : Lantai 1 (First Floor) PO Box 3000/JKU, Jakarta 14011 Form Hints-Letter menggunakan format bebas 	<p>Komite WBP akan melakukan serangkaian tindakan perbaikan dan investigasi agar permasalahan bisa diselesaikan secara tepat dan cepat berlandaskan kepada peraturan, kebijakan, dan hukum yang berlaku. The WBP Committee will conduct a series of corrective actions and investigations so that any problems can be resolved appropriately and quickly based on the applicable laws, rules, and policies.</p>



Daftar Indeks GRI Standar-CORE PT Toyota Motor Manufacturing Indonesia [102-55]

GRI Standard Index List-CORE PT Toyota Motor Manufacturing Indonesia

GRI-Standar GRI-Standard	Indeks Index	Keterangan	Halaman Page	Remarks
DISCLOSURE UMUM				
GRI 102: Disclosure Umum	Profil Organisasi		Organizational Profile	
	102-1	Nama Organisasi	20	Name of the Organization
	102-2	Kegiatan, Merek, Produk, dan Jasa	20	Activities, Brands, Products, and Services
	102-3	Lokasi Kantor Pusat	20	Location of Headquarters
	102-4	Lokasi Operasi	20	Location of Operations
	102-5	Kepemilikan dan Bentuk Hukum	20	Ownership and Legal Form
	102-6	Pasar yang Dilayani	20	Markets Served
	102-7	Skala Organisasi	21	Scale of the Organization
	102-8	Informasi Mengenai Karyawan dan Pekerja Lain	21, 62-65	Information on Employees and Other Worker
	102-9	Rantai Pasokan	47	Supply Chain
	102-10	Perubahan signifikan pada periode laporan, skala usaha, perubahan kegiatan usaha, termasuk organisasi dan rantai pasokannya	20	Significant changes in the reporting period, business scale, changes in business activities, including its organization and supply chain
	102-11	Pendekatan atau Prinsip Pencegahan	73	Precautionary Principle or Approach
	102-12	Inisiatif Eksternal Diadopsi atau Diterapkan	22	Adopted or Implemented External Initiatives
	102-13	Keanggotaan Organisasi	20	Memberships of Associations
	Strategi		Strategy	
	102-14	Pernyataan dari Pembuat Keputusan Senior	28	Statement from Senior Decision-Maker
	102-15	Dampak penting, risiko, dan peluang	30-31	Key Impacts, Risks, and Opportunities
	Visi-Misi		Vision-Mission	
	102-16	Nilai, Prinsip, Standar, dan Norma Perilaku	15-18	Value, Principles, Standards, and Norm of Behavior
	102-17	Mekanisme Pengenalan Etika Perusahaan	18	Mechanism of Company Ethics Recognition
	Tata Kelola		Governance	
	102-18	Struktur Tata Kelola	68	Governance Structure
	102-22	Komposisi Dewan Komisaris dan Direksi	68	Composition of the Board of Commissioners and the Board of Directors
	102-23	Ketua Badan Tata Kelola Tertinggi	68	Chair of the Highest Governance Body
	102-25	Konflik Kepentingan	72	Conflict of Interest
Pemangku Kepentingan		Stakeholder		
102-40	Daftar Kelompok Pemangku Kepentingan	23	List of Stakeholder Groups	
102-42	Mengidentifikasi dan Memilih Pemangku Kepentingan	23	Identifying and Selecting Stakeholders	
102-43	Pendekatan untuk Keterlibatan Pemangku Kepentingan	23	Approach for Stakeholder Engagement	
102-44	Topik Utama dan Hal-hal yang Diajukan	23	Main Topic and presented Issues	
Tentang Laporan		About Report		
102-45	Entitas Anak Usaha yang Masuk dalam Laporan Keuangan	2	Entities Included in the Consolidated Financial Statement	
102-46	Menetapkan Isi Laporan dan Topik Boundary	2	Defining Report Content and Topic Boundaries	
102-47	Daftar Topik Material	3	List of Material Topics	
102-48	Penyajian Kembali Informasi	2	Restatement of information	

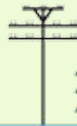


GRI-Standard GRI-Standard	Indeks Index	Keterangan	Halaman Page	Remarks
	102-49	Pengungkapan Perubahan pada Laporan	2	Changes in Reporting
	102-50	Periode Pelaporan	2	Reporting Period
	102-51	Tanggal Laporan Terbaru	2	Date of Most Recent Report
	102-52	Siklus Laporan	2	Reporting Cycle
	102-53	Titik kontak untuk Pertanyaan Mengenai Laporan	3	Contact Point For questions Regarding the Report
	102-54	Klaim Bahwa Laporan Sesuai dengan Standar GRI	2	Claims of Reporting in Accordance with the GRI Standards
	102-55	Indeks Isi GRI	74	GRI Content Index
	102-56	Assurance Eksternal	2	External Assurance
PENGUNGKAPAN TOPIK SPESIFIK			SPECIFIC TOPIC DISCLOSURE	
Dampak Ekonomi			Economic Impact	
	203 Dampak Ekonomi Tidak Langsung		203 Indirect Economic Impacts	
GRI 103: Pendekatan Manajemen Management Approach	103-1	Penjelasan Topik Material dan Batasannya	44	Explanation of the Material Topic and Its Boundary
	103-2	Pendekatan Manajemen dan Komponennya	44	Management Approach and Its Components
	103-3	Evaluasi Pendekatan Manajemen	44	Evaluation of the Management Approach
GRI 203: Dampak Ekonomi Tidak Langsung Indirect Economic Impacts	203-2	Dampak Ekonomi Tak Langsung	47	Indirect Economic Impacts
Dampak Lingkungan			Environment Impacts	
	303 Air		303 Water	
GRI 103: Pendekatan Manajemen Management Approach	103-1	Penjelasan Topik Material dan Batasannya	34, 37	Explanation of the Material Topic and Its Boundary
	103-2	Pendekatan Manajemen dan Komponennya	34	Management Approach and Its Components
	103-3	Evaluasi Pendekatan Manajemen	34	Evaluation of the Management Approach
GRI 303: Air Water	303-1	Pengambilan Air berdasarkan Sumber	37	Water Intake by Source
	305 Emisi		305 Emission	
GRI 103: Pendekatan Manajemen Management Approach	103-1	Penjelasan Topik Material dan Batasannya	35, 37	Explanation of the Material Topic and Its Boundary
	103-2	Pendekatan Manajemen dan Komponennya	34	Management Approach and Its Components
	103-3	Evaluasi Pendekatan Manajemen	34	Evaluation of the Management Approach
GRI 305: Emisi	305-1	Emisi GRK (Cakupan 1) langsung	35	GRK Emission Direct (Scope 1)
	305-2	Emisi GRK (Cakupan 2) tidak langsung	35	GRK Emission Indirect (Scope 1)
	305-4	Intensitas Emisi GRK	35	GRK Emission Intensity
	305-5	Pengurangan Emisi GRK	35	GRK Emission Reduction
	306 Air Limbah dan Limbah		306 Wastewater and Waste	
GRI 103: Pendekatan Manajemen Management Approach	103-1	Penjelasan Topik Material dan Batasannya	34, 37	Explanation of the Material Topic and Its Boundary
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2021 Laporan Keberlanjutan Sustainability Report

GROWING TOGETHER
Towards a Sustainable Future

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