

LAMPIRAN I

No	Nama Emiten	Kode Emiten	Nama Bursa Efek	Tanggal Berdiri	Tanggal Go Public
1	PT. Astra Internasional Tbk.	ASII	Bursa Efek Indonesia	20 Februari 1957	04 April 1990
	Ford	F	New York Stock Exchange	16 Juni 1903	18 Januari 1956
	Hyundai	KRW	Korean Exchange	29 Desember 1967	15 Oktober 2010
	Volkswagen	VOW	Bursa Efek Frankfurt	28 Mei 1937	24 Maret 1995
	Volvo	VOLV B	Nasdaq Stockholm (Sweden Stock Exchange)	14 April 1927	01 Februari 1987
	Ferrari	RACE	New York Stock Exchange	1929	23 Oktober 2015
	Toyota	TM	New York Stock Exchange	28 Agustus 1937	19 Februari 1982

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LAMPIRAN II

INFORMASI UMUM MATERIALITAS

No	Nama Perusahaan	102-46-a	102-46-b	Klausul 61	102-47																												
1	PT. Astra Internasional Tbk.	<p>Prinsip Pelaporan</p> <p>Topik-topik dalam laporan ini mencakup aspek tata kelola, ekonomi, sosial dan lingkungan yang material untuk keberlanjutan dan pemangku kepentingan Astra. Dalam menetapkan topik yang dilaporkan, Astra berpedoman pada prinsip-prinsip pelaporan dari Standar GRI:</p> <ul style="list-style-type: none"> Keterlibatan pemangku kepentingan Astra melibatkan pemangku kepentingan melalui berbagai <i>engagement</i> yang dilakukan sepanjang tahun untuk memahami isu keberlanjutan yang penting bagi mereka. Konteks keberlanjutan Isu-isu keberlanjutan disajikan dengan memperhatikan skala dampak, dan dimana dampak tersebut terjadi dalam rantai pasokan Astra. Materialitas Laporan ini menyajikan topik-topik yang memiliki dampak keberlanjutan yang signifikan dan penting untuk diketahui. Kualitas laporan Data dan informasi yang disajikan mencakup kinerja Perseroan, anak perusahaan, ventura bersama, dan entitas asosiasi, dengan merujuk kepada penjelasan pada bagian Profil Laporan terkait cakupan perusahaan dalam Grup Astra. Secara keseluruhan Astra menerapkan prinsip kualitas laporan dalam penyusunan, penyajian, dan evaluasi isi laporan secara internal sebelum diterbitkan. Prinsip-prinsip itu mencakup akurasi, keseimbangan, kejelasan, keterbandingan, keandalan dan ketepatan waktu. [102-46] 	<p>Penerapan Prinsip Pelaporan Adoption of Reporting Principles</p>		<p>Daftar Topik Material dan Batasannya List of Material Topics and Limitations</p> <table border="1"> <thead> <tr> <th>Topik Utama / Key Topics</th> <th>Topik yang Diaporkan / Reported Topics</th> <th>Perseroan / Perusahaan / Subsidi / Head Office</th> <th>Anak Perusahaan / Ventura Bersama, dan Asosiasi / Subsidiaries, Joint Ventures, and Associated Entities</th> <th>Pemangku / Supplier</th> <th>Pelanggan / Customer</th> <th>Masyarakat / Public</th> </tr> </thead> <tbody> <tr> <td>Materiality Roadmap</td> <td> <ul style="list-style-type: none"> Kinerja Ekonomi / Economic Performance Dampak Ekonomi Tidak Langsung / Indirect Economic Impact Produk dan Jasa / Products and Services Pelaporan Produk dan Jasa / Labeling of Products and Services Praktik Perburuan / Hunting Practices Asesmen Pemangsa / Assessment of Predators </td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>People Roadmap</td> <td> <ul style="list-style-type: none"> Employment Pendidikan dan Pelatihan / Education and Training Hubungan Industrial / Industrial Relationship </td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Public Contribution Roadmap</td> <td> <ul style="list-style-type: none"> Material / Material Energy / Energy Water / Water Waste / Waste Environment / Environment Effluents and Discharge / Effluents and Discharge Manajemen Sampah / Waste Management Local Community / Local Community Dampak Ekonomi Tidak Langsung / Indirect Economic Impact </td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Topik Utama / Key Topics	Topik yang Diaporkan / Reported Topics	Perseroan / Perusahaan / Subsidi / Head Office	Anak Perusahaan / Ventura Bersama, dan Asosiasi / Subsidiaries, Joint Ventures, and Associated Entities	Pemangku / Supplier	Pelanggan / Customer	Masyarakat / Public	Materiality Roadmap	<ul style="list-style-type: none"> Kinerja Ekonomi / Economic Performance Dampak Ekonomi Tidak Langsung / Indirect Economic Impact Produk dan Jasa / Products and Services Pelaporan Produk dan Jasa / Labeling of Products and Services Praktik Perburuan / Hunting Practices Asesmen Pemangsa / Assessment of Predators 						People Roadmap	<ul style="list-style-type: none"> Employment Pendidikan dan Pelatihan / Education and Training Hubungan Industrial / Industrial Relationship 						Public Contribution Roadmap	<ul style="list-style-type: none"> Material / Material Energy / Energy Water / Water Waste / Waste Environment / Environment Effluents and Discharge / Effluents and Discharge Manajemen Sampah / Waste Management Local Community / Local Community Dampak Ekonomi Tidak Langsung / Indirect Economic Impact 					
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Volvo

Through this Sustainability Report, we aim to provide our stakeholders with our financial information, illustrate our sustainability strategy and our corporate social responsibility initiatives in 2020 from January to December 2020. 2020 remains transparent and structured communication with our stakeholders.

This Sustainability Report was prepared under the supervision of Ferran Group's Chief Financial Officer and in accordance with the GRI Standards Core option. This report also includes further disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Automobile Sustainability Accounting Standards, prepared by the Sustainability Accounting Standards Board (SASB). Several operating departments of the Group have been actively involved in the process of data gathering and report drafting in order to shape this Sustainability Report. This has been aligned with the Executive Offices of the Group and with the Governance and Sustainability Committee of the Board of Directors.

With regard to the financial data, the scope of reporting corresponds to that of Ferran NV's Consolidated Financial Statements. Regarding the qualitative and quantitative data on social and environmental aspects, the scope of reporting corresponds to Ferran NV and our subsidiaries consolidated on a line-by-line basis as indicated in the note 3 "Scope of consolidation" of 2020 Annual Report. Environmental data and information is reported for our principal manufacturing facility in Maranello and for our Mugello plant in Modena and for our Mugello racing circuit. Any exceptions, with regard to the scope of this data, are clearly indicated throughout this Sustainability Report. Directly measurable quantities have been included, while limiting, as far as possible, the use of estimates. Any estimates data is indicated accordingly, additionally certain totals in the tables included in this document may not add due to rounding.

During the reporting period, we did not face any significant change concerning the organization's size, structure, ownership or supply chain. The reporting frequency will be annual. The Report, with the exception of the information included in the table "Sustainability Accounting Standards Board Response (SASB) NCDX 2020", is subject to a limited assurance engagement in accordance with the criteria established by the principle ISAE 3000 (Revised) by EY SpA, which, at the end of the work performed, released the independent Auditor Report. This Sustainability Report is also available online at www.ferran.com. Please refer to the Investor Relations and Sustainability department for your inquiries about Ferran's sustainability strategy (email: ir@ferran.com).

For each of the 20 topics that emerged as being material in order to identify where the issue generates an impact and thus determining its relevance, a specific boundary was identified.

BOUNDARY			
PILLAR	TOPIC	WHERE THE IMPACTS OCCUR	FERRAN GROUP INVOLVEMENT
Exceeding Expectations	Image and brand reputation	Ferran Group, Dealers, Dealers Business and Licensing Partners	Controlled and directly linked through business relationship
	Investment technology and design	R&D and Design of Ferran	Controlled
	Quality and safety of products and customers	Ferran Group, Suppliers, Ferran Group, Dealers	Controlled and directly linked through business relationship
Responsible communication and marketing	Customer satisfaction	Ferran Group, Dealers	Controlled
	Responsible communication and marketing	Ferran Group	Controlled
Reducing Environmental Footprint	Emissions	Plants, Circuits and Race Cars of Ferran	Controlled and contributes to
	Environmental commitment	Plants and Circuits of Ferran	Controlled
	Human capital	Employees of Ferran Group	Controlled
Being the Employer of Choice	Health and safety	Employees of Ferran Group	Controlled
	Work-life balance and employees' wellbeing	Employees of Ferran Group	Controlled
	Diversity inclusion and non-discrimination	Employees of Ferran Group	Controlled
Driving and Sharing Value With the Community	Economic and financial performance	Ferran Group	Controlled
	Education	Ferran Group	Controlled
	Local communities	Ferran Group	Controlled
Proactively Fostering Best Practices Governance	Industrial relations	Plants	Controlled
	Ethical Business conduct	Ferran Group, Formula 3 activities of Ferran, Suppliers, Dealers, Business and Licensing Partners	Controlled and directly linked through business relationship
	Risk management and compliance	Ferran Group	Controlled
Partnership with Institutions and Authorities	Supply chain responsible management	Purchasing of Ferran, Suppliers, Business and Licensing Partners	Controlled and directly linked through business relationship
	Relationship with Institutions and Authorities	Ferran Group	Controlled
	Relationship with sponsors	Formula 3 activities of Ferran	Controlled

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Material topics and summary of main impacts				
GRI topic	Supply Chain	Value Chain	Customer and society	Comment on the main impacts and boundaries
Economic performance	•	•	•	Risks and opportunities mainly relate to the transitional aspects of customer demands, emission regulation, technology development and scarce materials.
Energy and emissions	•	•	•	Reducing environmental impacts from customers' use of our products is a key business driver. Over 95% of energy and emissions related to the product's life cycle occur in the customer use phase. It is also important to reduce emissions in Volvo Group's own operations and transportation of goods.
Waste, water and environmental compliance	•	•		Environmental footprint from own operations, including energy and emissions are managed by a Group wide environmental management system.
Employment		•		Continuously improving workplaces, creating jobs and adapting to market demands are primarily tied to the Group's own operations.
Labor management relations		•		A respectful social dialogue creates better workplaces and can help effective management of operations.
Diversity and equal opportunities			•	Diversity drives performance for the Group and equal opportunities in the community.
Training and education		•	•	Training enables matching of competency to needs for employees, the Volvo Group and customer and helps to create employment opportunities.
Occupational health and safety	•	•		The main focus is on own operations and employees' work situation but also a significant part of supplier requirements.
Customer health and safety			•	Health and safety related to the product use phase and the wider impact on road safety and end user's occupational safety.
Supplier environmental and social assessments	•			Suppliers make up the extended operations of the Group. Influence is mainly bound to tier one and focus areas are social topics as well as transition for reduced environmental impact.
Human rights (including sub-topics)	•	•	•	Includes potential human rights impacts within Volvo Group's operations, the supply chain, operations of business partners and in relation to the use of sold products.
Anti-corruption	•	•	•	Volvo Group condemns all form of corruption, it distorts the market, interferes with free competition, violates laws and undermines social development.

In 2020, we updated the analysis of the most relevant sustainability topics (materiality) analyzed for the Group and our stakeholders to better reflect our sustainability context development, changes in our drivers and goals, as well as our 2018-2022 plan and our sustainability strategy, based on the following "material engagement" framework, and by consulting Ferran managers in

order to collect valuable information on their perspectives concerning sustainability trends and their potential impacts on Ferran's future strategies and initiatives. This process has been completed through a quantitative analysis performed by our Senior Management Team ("SMT") which resulted in the materiality matrix below.

MATERIALITY MATRIX OF FERRAN GROUP

Highly relevant and practical governance

Existing opportunities

Being the employer of choice

Not being an environmental hotspot

Very important

High ESG

Low ESG

High Business and Financial Performance

Low Business and Financial Performance



<p>7 Hak Cipta Dilindungi Undang-Undang</p> <p>© Hak cipta milik IBI KKG (Institut Bisnis dan Informatika Kwik Kian Gie)</p> <p>Toyota</p>	<p>TOPIK KEBERLANJUTAN [GRI 102-46]</p> <p>Penentuan topik-topik keberlanjutan yang ditetapkan oleh TMMIN mengacu pada isu-isu yang berpengaruh secara signifikan bagi TMMIN dan para pemangku kepentingan yang terkait dengan aspek ekonomi, sosial, dan lingkungan serta menjadi perhatian penting bagi pemangku kepentingan dalam pengambilan keputusan.</p> <p>Tahap identifikasi topik keberlanjutan dimulai dengan menetapkan prioritas topik-topik yang relevan terhadap signifikansi dampak tersebut dalam konteks keberlanjutan TMMIN dan pemangku kepentingan eksternal. Pemilihan topik material dilakukan dengan mempertimbangkan signifikansi dampak dan penilaian pemangku kepentingan.</p> <p>Laporan keberlanjutan ini selanjutnya akan menyajikan data dan informasi tentang bagaimana TMMIN mengelola topik-topik keberlanjutan termasuk di dalamnya kebijakan, target, inisiatif, pencapaian maupun tantangan yang dihadapi selama masa pelaporan. Titik tumpu dari pelaksanaan program dan kegiatan ini terletak di lingkungan sekitar wilayah usaha TMMIN (mencakup lingkungan kantor pusat, pabrik, <i>supplier</i>, hingga vendor).</p>	<p>TOPIK KEBERLANJUTAN [GRI 102-46]</p> <p>Penentuan topik-topik keberlanjutan yang ditetapkan oleh TMMIN mengacu pada isu-isu yang berpengaruh secara signifikan bagi TMMIN dan para pemangku kepentingan yang terkait dengan aspek ekonomi, sosial, dan lingkungan serta menjadi perhatian penting bagi pemangku kepentingan dalam pengambilan keputusan.</p> <p>Tahap identifikasi topik keberlanjutan dimulai dengan menetapkan prioritas topik-topik yang relevan terhadap signifikansi dampak tersebut dalam konteks keberlanjutan TMMIN dan pemangku kepentingan eksternal. Pemilihan topik material dilakukan dengan mempertimbangkan signifikansi dampak dan penilaian pemangku kepentingan.</p> <p>Laporan keberlanjutan ini selanjutnya akan menyajikan data dan informasi tentang bagaimana TMMIN mengelola topik-topik keberlanjutan termasuk di dalamnya kebijakan, target, inisiatif, pencapaian maupun tantangan yang dihadapi selama masa pelaporan. Titik tumpu dari pelaksanaan program dan kegiatan ini terletak di lingkungan sekitar wilayah usaha TMMIN (mencakup lingkungan kantor pusat, pabrik, <i>supplier</i>, hingga vendor).</p>	
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Sumber: data diolah sendiri

LAMPIRAN III

PENERAPAN STANDAR 103-1

No	Obyek Industri <i>Otomotif</i>	a. Penjelasan topik material	b.i. Penjelasan lokasi terjadinya dampak	b.ii. Keterlibatan organisasi atas dampak	c. Pembatasan khusus terkait Batasan
1	PT. Astra Internasional Tbk.		<p>Desa Sejahtera Astra (DSA) Bakti Kencana Tangguh COVID-19</p> <p>DSA Bakti Kencana berhasil memulihkan perekonomian warga ditengah pandemi COVID-19. Berlokasi di Kabupaten Bogor, Jawa Barat, dengan membangun perekonomian di sektor pertanian, peternakan dan pariwisata dengan menggunakan konsep <i>Integrated Farming System</i>.</p> <p>Melalui <i>Integrated Farming System</i>, warga berharap dapat mewujudkan perekonomian terpadu di bawah naungan Badan Usaha Milik Desa (BUMDES). Bekerjasama dengan Institut Pertanian Bogor (IPB) dan Astra, DSA Bakti Kencana juga membangun kebun hidroponik dan arena <i>camping ground</i> untuk dijadikan sebagai pilihan wisata. DSA Bakti Kencana juga menjual produk kerajinan tangan seperti tas bambu rotan, miniatur angklung, gelas bambu, dan lain-lain. Kerajinan tangan lokal yang unik dan tahan lama ini, dapat dijadikan sebagai oleh-oleh.</p> <p>Kontribusi aktif dari masyarakat merupakan salah satu bentuk komitmen nyata dari DSA Bakti Kencana untuk mempercepat pemulihan perekonomian bersama.</p>	<p>Produk dan Layanan Terbaik bagi Pelanggan</p> <p>Astra selalu berkomitmen untuk menghadirkan produk dan layanan terbaik bagi pelanggan. Produk dan layanan yang disediakan Astra melalui proses pengujian dan telah sesuai dengan peraturan yang berlaku serta selalu dievaluasi keamanannya bagi pelanggan.</p> <p>Produk otomotif Astra telah melalui uji keselamatan dan keamanannya serta memenuhi peraturan emisi yang ditetapkan oleh pemerintah. Produk Jasa Keuangan Astra terdaftar dan diawasi oleh Otoritas Jasa Keuangan. Sementara itu 38 Perusahaan Perkebunan kelapa sawit Astra telah tersertifikasi ISPO (Indonesian Sustainable Palm Oil). Di sektor pertambangan, Grup Astra menerapkan kaedah pertambangan yang baik dan sesuai peraturan yang diatur oleh Kementerian Energi dan Sumber Daya Mineral Republik Indonesia. [103-1, 103-2, 103-3]</p> <p>Adaptasi kemampuan SDM Astra dengan teknologi digital memperlihatkan hasilnya terutama pada tahun 2020, ketika seluruh sektor terpukul oleh dampak pandemi COVID-19. Perubahan budaya kerja dari kantor ke rumah menuntun para insan Astra untuk bisa beradaptasi, namun tetap bekerja maksimal. Kesehatan para karyawan adalah prioritas, namun kinerja tetap dipertahankan.</p> <p>Grup Astra, tetap dengan semangat Kebanggaan Bangsa sebagai tujuan 2030, berupaya untuk menjadi contoh dengan menjalankan protokol kesehatan sesuai dengan aturan yang ada. Grup menjalankan bisnis dengan mengutamakan kesehatan karyawan dan kepatuhan terhadap regulasi pemerintah. [103-1, 103-2]</p>	<p>Strategi penerapan kontribusi sosial berkelanjutan dilakukan berdasarkan <i>Public Contribution Roadmap</i>, untuk memastikan manfaat jangka panjang dan sejalan dengan strategi bisnis Grup Astra. Pelaksanaan <i>Public Contribution Roadmap</i> dilakukan melalui 4 Pilar yaitu Astra Untuk Indonesia Sehat, Astra Untuk Indonesia Cerdas, Astra Untuk Indonesia Hijau, dan Astra Untuk Indonesia Kreatif. Keempat pilar ini sesuai dengan tujuan global yang tercantum pada <i>Sustainable Development Goals</i> (SDGs), yang selaras dengan nilai-nilai Grup Astra. [103-1]</p>

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LAMPIRAN IV

ANALISIS PELAKSANAAN PELAPORAN MATERIALITAS

No	Obyek yang diteliti	1	2	3				
1	PT. Astra Internasional Tbk.	<p>Salah satu visi Astra adalah menjadi menjadi “One of the best managed corporations in Asia Pacific” yang mengutamakan komitmen pada pertumbuhan berkesinambungan dengan struktur keuangan yang kuat, serta didukung oleh budaya perusahaan yang berfokus pada kepentingan jangka panjang. Untuk mencapai aspirasi ini, Astra membangun dan mengembangkan tata kelola perusahaan melalui Astra Good Corporate Governance (Astra GCG) sebagai panduan pada saat pengambilan keputusan, pelaksanaan strategi dan agenda dalam mengevaluasi pencapaian bisnis.</p> <table border="1" data-bbox="730 802 1160 1169"> <tr> <td style="background-color: #4F81BD; color: white;"> Filosofi Catur Dharma Catur Dharma Philosophy </td> <td style="background-color: #FFC000;"> Tata Kelola Perusahaan Good Corporate Governance (GCG) </td> </tr> <tr> <td style="background-color: #4F81BD; color: white;"> I. Menjadi Milik yang Bermanfaat bagi Bangsa dan Negara II. Memberikan Pelayanan Terbaik kepada Pelanggan III. Menghargai Individu dan Membina Kerjasama IV. Senantiasa Berusaha Mencapai yang Terbaik </td> <td style="background-color: #4CAF50; color: white;"> Astra Code of Conduct <ul style="list-style-type: none"> • Etika Bisnis dan Etika Kerja • Sekretaris Perusahaan • Audit dan Manajemen Risiko • Securities Dealing Rules • Benturan Kepentingan • Kebijakan Donasi Astra Board Manuals <ul style="list-style-type: none"> • Pedoman Dewan Komisaris • Pedoman Direksi Astra System of Management <ul style="list-style-type: none"> • Astra Management System • Astra Human Capital Management • Astra Green Company • Astra Friendly Company • Astra Security Management System • Astra Communications Management System • Astra Functional Policies </td> </tr> </table>	Filosofi Catur Dharma Catur Dharma Philosophy	Tata Kelola Perusahaan Good Corporate Governance (GCG)	I. Menjadi Milik yang Bermanfaat bagi Bangsa dan Negara II. Memberikan Pelayanan Terbaik kepada Pelanggan III. Menghargai Individu dan Membina Kerjasama IV. Senantiasa Berusaha Mencapai yang Terbaik	Astra Code of Conduct <ul style="list-style-type: none"> • Etika Bisnis dan Etika Kerja • Sekretaris Perusahaan • Audit dan Manajemen Risiko • Securities Dealing Rules • Benturan Kepentingan • Kebijakan Donasi Astra Board Manuals <ul style="list-style-type: none"> • Pedoman Dewan Komisaris • Pedoman Direksi Astra System of Management <ul style="list-style-type: none"> • Astra Management System • Astra Human Capital Management • Astra Green Company • Astra Friendly Company • Astra Security Management System • Astra Communications Management System • Astra Functional Policies 	<p>Manajemen Risiko Lingkungan, Sosial, dan Tata Kelola</p> <p>Sistem manajemen risiko yang berjalan efektif merupakan tugas dan tanggung jawab seluruh jajaran manajemen Perseroan dan setiap unit kerja. Proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi dan monitoring risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit. Astra berpedoman atas prinsip kehati-hatian dan kepatuhan terhadap peraturan perundangan yang berlaku.</p> <p>Group Risk Advisory (GRA) membantu manajemen dalam menjalankan kerangka kerja Enterprise Risk Management (ERM) melalui pengelolaan profil risiko di setiap lini bisnis, termasuk aspek ESG untuk memastikan keberlangsungan usaha perseroan.</p> <p>Direksi dan Komite Audit perseroan melakukan evaluasi efektivitas manajemen risiko berdasarkan laporan konsolidasi risiko-risiko utama yang dilaporkan oleh GRA, yang bertujuan memastikan penerapan kontrol internal dan menelaah tindakan mitigasi yang dapat diambil. [102-11]</p>	<p>Sumber Daya Manusia (SDM) merupakan komponen terpenting untuk memastikan keberlanjutan Astra. Pengelolaan SDM dituangkan dalam People Roadmap sebagai salah satu pilar Strategi Triple-P Roadmap yang bertujuan untuk mendukung tercapainya visi Astra melalui kompetensi SDM. Pengelolaan SDM juga merupakan pelaksanaan komitmen Astra dalam mendukung Tujuan Pembangunan Berkelanjutan khususnya SDGs poin 8 - Pekerjaan yang Layak dan Pertumbuhan Ekonomi, yang berkaitan dengan penyediaan lapangan kerja, melakukan pelatihan dan pendidikan, dan perlindungan hak-hak tenaga kerja.</p> <p>Dalam beberapa tahun terakhir, pengembangan SDM terutama disesuaikan dengan perubahan digital yang sering disebut sebagai revolusi Industri 4.0. Grup Astra telah meluncurkan strategi SDM dan menyesuaikan model bisnis untuk merespons hal ini, melalui tiga hal. Pertama, penguatan kepemimpinan digital untuk menyesuaikan model bisnis dengan kondisi industri terkini. Kedua, membangun semangat “Start-up” demi menciptakan suasana kerja yang bisa menggugah para pekerja generasi milenial. Ketiga, menciptakan ulang fungsi SDM untuk terus belajar dan menyesuaikan diri dengan kebutuhan bisnis. [103-1, 103-2]</p>
Filosofi Catur Dharma Catur Dharma Philosophy	Tata Kelola Perusahaan Good Corporate Governance (GCG)							
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2	Ford	<p>GOVERNANCE</p> <p>We believe that sound governance structures and policies are needed to govern our business, manage our performance and create value responsibly and ethically. These processes and systems serve as the foundation for delivering on our sustainability strategy and integrating ESG issues into our business decisions.</p> <p>CORPORATE GOVERNANCE</p> <p>While remaining a successful business, we want our operations and activities to have a positive impact on the world. Our integrated governance systems and processes help us build sustainability across our company.</p> <p>As part of our efforts to remain successful and profitable, our business needs to be lean, fit and agile, so that we can capitalize on new opportunities in the future. That's where our workplace transformation comes in, reducing bureaucracy, building skills and adopting more efficient ways of working.</p> <p>Our Board of Directors is guided by our Corporate Governance Principles, Code of Ethics and charters for each board committee. These are publicly available in the Corporate Governance section of our corporate website. Read more about corporate governance in our Form 10-K report.</p>	<p>TRANSPARENCY AND TRUST</p> <p>We always keep ethics and compliance at the heart of our business practices, as we believe that trust in our brand is earned by acting with honesty, expertise and care.</p> <p>Our Corporate Compliance, Ethics and Integrity Office provides training and communication tools to help our people comply with our policies and their legal obligations. They include a mobile app, <i>The Right Way</i>, that answers frequently asked questions and provides direct access to the Compliance, Ethics and Integrity Office.</p> <p><i>The Right Way</i> is available to our global workforce in several local languages, as well as our suppliers and other partners, helping them become more familiar with our policies and practices. The information is shared with other companies and groups as "open source" material.</p>	<p>Ethics and Compliance Training</p> <p>Our Policy Letters and Directives formally set out the expectations we have for our employees and others working on our behalf. The most important of these are contained within our Code of Conduct Handbook, available to employees in 14 languages. These expectations are reinforced in mandatory online training courses, which are periodically refreshed and reviewed to ensure the content remains relevant and appropriate.</p>
3	Hyundai	<p>Creating a Sustainable Supply Chain</p> <p>Hyundai supports joint growth throughout its supply chain, including by helping suppliers with recruitment, building smart plants, and marketing. We also undertake environment, social, and governance (ESG) assessment and monitoring to assess and manage ESG risks which could potentially arise at our suppliers, and standardize their management systems through system certification.</p>	<p>Supply Chain Assessment Process</p> <pre> graph TD A[Establish and declare the Supply Chain Code of Conduct] --> B[Build and implement a supply chain risk management system] B --> C[Check and monitor supply chain ESG risk] C --> D[Help suppliers improve their ESG management] D --> E[Supply chain risk management] E --> F[Public disclosure of implementation status] </pre>	<p>Building infrastructure for growth</p> <p>• Consortium to develop human resources</p> <p>Since 2004, Hyundai has been part of a consortium to develop human resources in partnership with the Ministry of Employment and Labor as well as our suppliers. We provide personnel, facilities and financial support for the education of our suppliers, free of charge, and we also offer professional technical training and cyber training courses.</p> <pre> graph LR A[Consortium to Develop Human Resources] --> B[Professional technical training] A --> C[Personnel, facilities and financial support] A --> D[Cyber training] </pre>




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4	Volkswagen	<p>Financial market players draw on various sources of sustainability information to evaluate a company's environmental, social and governance performance. They use a combination of information from various rating agencies, their own methods and algorithms and the services of data analytics companies. As a result of the diesel issue, the Volkswagen Group remains significantly downgraded in numerous sustainability ratings and is therefore not represented in sustainability indices such as the Dow Jones Sustainability Index or the FTSE4Good Index. In fiscal year 2020, Volkswagen continued to have a score of A- in the CDP climate rating and had an A rating in the Water Disclosure Project (WDP).</p>	<p>LEGAL FACTORS INFLUENCING BUSINESS</p> <p>With its brands, the Volkswagen Group is present in all relevant markets around the world. The key sales markets currently include Western Europe, China, the USA, Brazil, Russia, Poland, Turkey and Mexico.</p> <p>Like other international companies, the business of the Volkswagen companies is affected by numerous laws in Germany and abroad. In particular, there are legal requirements relating to development, products, production and distribution as well as supervisory, data protection, financial, company, commercial, capital-market, anti-trust and tax regulations and regulations relating to labor, banking, state-aid, energy, environmental and insurance law.</p> <p>In addition to the Finance & IT, Human Resources and Integrity & Legal Affairs divisions, the Volkswagen Group works together across six Group Board of Management business areas and the China region. Our management model means better use can be made of existing economies of scale, synergy effects can be boosted more systematically and decision-making can be accelerated. In addition, this prepares the Volkswagen Group for a management structure that is simpler, leaner and more effective, and strengthens the brands, giving them more autonomy. In line with the principle of subsidiarity, decisions will be taken at the lowest competent level, close to business operations.</p>	<p>Like with our decarbonization strategy, we are currently still working on a holistic strategic approach for the area of the circular economy. Conservation of resources along the entire life cycle of our products and mobility solutions is, however, already a key part of our strategy: in the "goTOzero" concept, the Volkswagen Group sets itself the target of further improving its resource efficiency and promoting approaches to reuse and recycling in the areas of materials, energy and water. By 2025, the Group plans to have reduced the production-related environmental impact with respect to CO₂, energy, water, waste and volatile organic compounds by 45% per vehicle compared to 2010.</p>
5	Volvo	<p>10 GROUP EXECUTIVE BOARD AND GROUP MANAGEMENT</p> <p>The Group Executive Board comprises 15 members. In addition to the CEO and the deputy CEO, the Group Executive Board comprises the Executive Vice Presidents of the Group Functions, the Executive Vice Presidents of the Business Areas Volvo Trucks, Renault Trucks, Mack Trucks, UD Trucks and Volvo Construction Equipment as well as the Executive Vice Presidents of the Truck Divisions. The members of the Group Executive Board report directly to the CEO.</p> <p>The Presidents of the Business Areas Volvo Buses, Volvo Penta, ARGOLUS, VPS and VAS also report directly to the CEO and are part of an extended Group Management Team together with the members of the Group Executive Board.</p> <p>The CEO is responsible for managing the day-to-day operations of the Volvo Group and is authorized to make decisions on matters that do not require Board approval. The CEO leads the operations of the Group mainly through the Group Executive Board and the extended Group Management Team.</p> <p>Key decisions related to the Group's offering and technology portfolio are made by the Product Board.</p> <p>Quality-related matters are addressed in the Quality Board in order to support fast decision-making, coordination and customer focus in this area. At special meetings for Sales & Operations Planning (S&OP), decisions are made regarding a production plan aimed at optimizing the Volvo Group's overall profitability. The purpose of the meetings is to balance demand with supply chain capabilities, drive capacity management and provide directions for the Group's sales and operations activities.</p> <p>Each Business Area has quarterly business review meetings where key decisions for the respective Truck Division and Business Area are made. All of the above bodies affect control and monitoring of the Group's financial development, strategy and targets, and make decisions regarding investments and other matters.</p> <p>Remuneration of the Group Executive Board</p> <p>AB Volvo's Annual General Meeting shall, at least every fourth year, resolve on a remuneration policy for remuneration for the members of the Group Executive Board, based on a proposal from the Board. For information about the remuneration policy adopted by the Annual General Meeting 2020, please refer to Note 27 "Personnel" in the Group's notes in the Annual and Sustainability Report.</p> <p>Changes to the Group Executive Board and Group Management</p> <p>On January 1, 2020, Scott Brubaker assumed the position as Executive Vice President and Chief Digital Officer and joined the Group Executive Board. Mikko Jaeger, President of the new Business Area, VAS, joined the Group Management Team on January 1, 2020. Marco Piretti was appointed President of Volvo Financial Services and new member of the Group Management Team from March 16, 2020. Helene Mellqvist was appointed President of Volvo Penta and new member of the Volvo Group Management Team from September 1, 2020. Jens Hultberg replaced Jan Olsson on his position as Executive Vice President CTO on October 1, 2020, when he also became a member of the Group Executive Board. Finally, Anna Westberg replaced Mikko Jaeger as President of Volvo Buses on February 1, 2021, when she also joined the Group Management Team.</p> <p>Sustainability and climate related matters</p> <p>The organizational structure described in this Corporate Governance Report applies to all strategic topics within the Volvo Group, including climate and sustainability matters. The Volvo Group relies on an integrated approach to ensure that sustainability topics are considered in all relevant decision-making. Opportunities and risks are identified in the business areas primarily through government regulation, technology development, customer satisfaction and physical risks integrated with other risk perspectives.</p> <p>Cross-functional working groups, such as the Product Board, Human Rights Board, People Board and Environmental Committee, prepare and coordinate topics for decision at the Group Executive Board and AB Volvo Board level. These groups include relevant Business Area and Truck Division representatives depending on the topic. Climate related opportunities and risks are discussed e.g. in the Product Board primarily as part of the transition toward fossil-free transportation.</p>	<p>Risk management</p> <p>In accordance with the decentralized Volvo Group governance model, each Business Area and Truck Division is accountable for its risk management. The Volvo Group works with a Group-wide Enterprise Risk Management (ERM) process, which is a systematic and structured process to consolidate and analyze risks and mitigations as well as to follow up on the risks that might impact the Group's business. Truck Divisions, Business Areas and Group functions report risks in the ERM process using an integrated multi-disciplinary approach. The ERM process includes all types of risks for the Volvo Group, including climate related risks and other sustainability related risks.</p> <p>The ERM risks are divided into five categories, i.e. Macro and market related risks, Operational risks, Climate and society risks, Compliance risks and Financial risks. Climate related risks are mainly reported in the Climate and society risks category, but as the nature of climate risks are overlapping with certain other identified risk categories, some climate-related risks are also reported under Macro and market related risks and Operational risks.</p>	<p>However, the Group had already started adjusting its activity levels by using its structural flexibility, terminating temporary and consultant contracts during 2019. During the second half of 2020, the Group started to further decrease resources to adjust to lower activity levels. In parallel, the Group is accelerating the competence shift needed for the development of new technologies and business models.</p> <p>Over time, the Volvo Group has developed programs, solutions and ways of working to adjust according to changing demands. The Volvo Group works in close dialogue with employee representatives for the deployment of solutions that help to maintain and strengthen the competence needed for the Volvo Group as well as reducing negative social consequences. This can include offering time banks to reduce labor time, further, by working on updating for continued employability, work retirement, financial participation, internal mobility programs and replacement work during periods.</p> <p>LABOR AND MANAGEMENT RELATIONS</p> <p>The relations between the company and employees, including employee representatives and unions, is based on honesty, transparency, fairness and equality. These basic principles were jointly developed with the Global Works Council members and guide how we act together when managing the Volvo Group through necessary business changes. One cornerstone in this relationship is the yearly Volvo Global Dialogue in which about 50 employee representatives from over 20 different countries meet with the CEO and the Volvo Group Management members to discuss the current business situation and strategic initiatives of the Group, but also specific future opportunities in regard of new business areas, legislation and needed competence shifts.</p> <p>In 2020, for the first time, this event was held virtually due to the specific pandemic circumstances. In parallel, the Global Works Council and European Works Council meetings are normally held to facilitate recurring sector dialogue. Due to travel and meeting restrictions regarding the Covid-19 situation, these meetings were not conducted in 2020. However, several virtual meetings were held between Executive Board Members and the European and Global Works Councils to maintain a close dialogue and collaboration.</p> <p>These meetings and how they are managed are supported by employee organizations as part of the AB Volvo Board of Directors.</p> <p>Process regarding operational changes</p> <p>Operational changes that affect employee representatives are informed and consulted in accordance with legal and contractual requirements. In 2020, the Group conducted 13 information meetings with the European Works Council, complemented by 176 meetings with local employee representatives and unions in different countries to consult on changes and their specific impact on a local level.</p> <p>An estimated 44% of employees around the world are members of an independent trade union. Approximately 75% of employees in 23 different countries are covered by Collective Bargaining Agreements. This shows a significant higher union density rate of coverage of collective bargaining than the average compared to the conventional Labor Organization statistics in the major markets like Sweden, the US, Japan, Poland and Brazil.</p> <p>TRAINING AND EDUCATION</p> <p>Individual and operational learning is essential for the Volvo Group and for employees. Learning helps the Group to perform current business operations and to transform for the future. From the employees' perspective, learning is also an integral part of development and growth. The Group offers available learning and competency development in its own corporate campus - the Volvo Group University (VGU). VGU is responsible for the design, development and delivery of training, thereby ensuring that high quality trainings are easily and widely accessible. To create the best learning experience, a wide variety of formats are used, e.g. online, on-site, on stage and face-to-face or virtual classroom training as well as videos and games. All VGU training programs are managed in a personalized and collaborative learning portal that supports competence development and engages employees in their learning journey.</p> <p>Programs for upgrading employee skills and transition assistance programs</p> <p>The Group offers programs specifically designed for roles that require upgraded skills or that will be transitional over time. For example, a wide curriculum on electric vehicles targeting engineers, workshop operators and other relevant work roles and programs on Artificial Intelligence (AI) has been developed over the last few years.</p> <p>In addition to programs facilitated by VGU, the Group's operations manage vocational training in different parts of the world focusing on practical skills for production operators or workshop technicians.</p> <p>The Future Industrial Worker</p> <p>The ongoing transformation of industry requires new skills, competences and ways of working. Volvo Group Trucks Operations - employing a significant part of the production staff across the Group - is leading the work to prepare future needs for employees and the organization. These pilot projects have showed that competence development is key, as anticipated, but there is not one single model for the future. The work includes learning about what roles we should have, how we should work with flexibility and what skills are needed for the future industrial workers. Lessons from the pilot areas will be disseminated to other parts of the organization and the Volvo Group works closely with the unions around the Group to spread lessons learnt about competence development, quality operations, repair and maintenance.</p> <p> Kira Grenfors is one of the employees at the plant in Skövde, Sweden, working on establishing the future industrial worker. "We have set our goals and vision for our work. It is very exciting to be included from the start to create our own future."</p>

TRAINING AND TALENT DEVELOPMENT

ALONG WITH THE NEED TO HIRE, DEVELOP AND RETAIN TALENTS, WE ARE AWARE THAT WE MUST MANAGE HUMAN CAPITAL AS A CRITICAL RESOURCE TO ACHIEVE THE BEST POSSIBLE RESULTS.

The success, prestige and appeal of our brand depends on the ability to attract talents and retain them to participate, for example, in managing, engineering talent and all the employees that make Ferrari unique have to be rewarded based on their ability, determination, and qualifications. This is why we offer career progression opportunities related to each individual's strengths, abilities and our Company's requirements, underpinned by substantial investments in training.

Human capital development ensures that our Company has the appropriate skill set to execute the business strategy and improve employee attraction, retention, as well as motivation, and, as a result, enhance productivity and the quest for innovation.

Training requests for employees who receive a regular performance and career development review, are identified during this review process in order to address the needs of both parties.



MORE THAN 63,300 HOURS OF TRAINING DELIVERED ACROSS THE COMPANY'S EMPLOYEES IN 2020, UP 9.9% VS. 2019

RISK MANAGEMENT:

OUR RISK MANAGEMENT APPROACH IS AN IMPORTANT BUSINESS DRIVER AND IT IS INTEGRAL TO THE ACHIEVEMENT OF THE GROUP'S LONG-TERM BUSINESS PLAN.

We take an integrated approach to risk management, where risk and opportunity assessment are at the core of the leadership team agenda. Ferrari has adopted the last publication of the COSO Framework as the foundation of its enterprise risk management (ERM), which also integrates the analysis and assessment of socio-environmental risks, including climate related risks. The Board of Directors is responsible for considering the ability to control and manage risks crucial to achieving its identified business targets, and for the continuity of the Group.

MAINTAIN FERRARI'S CORPORATE GOVERNANCE AND RISK MANAGEMENT SYSTEMS ALIGNED WITH BEST PRACTICES TO ENSURE AN ETHICAL BUSINESS CONDUCT WHILE PROVIDING SUPERIOR AND SUSTAINABLE RETURNS TO OUR SHAREHOLDERS.

The automotive sector must comply with extensive international, national and local laws and regulations and industry self-regulations. In particular, the European, US and Chinese markets have new regulations that respond to legitimate concerns about vehicle safety, fuel consumption, noise levels and environmental impact.

Ferrari is committed to creating a culture of sustainability to address this complex scenario. This culture demands efficient corporate governance and risk management, a proactive decision-making process and openness to change. All of these extend not just to Company processes as a whole

but through our entire supply chain. Our focus on excellence in terms of luxury, quality, aesthetics and performance require responsible supply chain management. The selection of commercial partners, suppliers, and dealers is based not only on the quality of their products and services but also on their adherence to ethical and environmental principles. Specifically, all of our suppliers must comply with our Code of Conduct and are encouraged to adopt and share sustainable practices.

POSI	TUGAS DAN TANGGUNG JAWAB	Duties and Responsibilities
Direksi Board of Directors	Membenarkan arahan untuk membuat objektif kebijakan dan action plan (policy).	Provide direction to set objectives, policy, and action plans (policy).
Officer	Memimpin action plan 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	1. Menangani isu lingkungan dari internal dan eksternal serta dilanjutkan pada kebijakan perusahaan dan action plan. 2. Mendukung Sub Komite dengan menyediakan: a. Standar dan regulasi lingkungan. b. Komunikasi dengan pemerintah serta pihak eksternal lainnya terkait masalah lingkungan. c. Kebijakan Pendidikan dan pelatihan untuk meningkatkan kompetensi anggota.	1. Address both internal and external environmental issues to be followed up on company policies and action plans. 2. Support Sub-committees by providing: a. Environment standards and regulation. b. Communication with government as well as other external parties regarding environmental issues. c. 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 THMB.	Provide advice for appropriate group activities in line with the objectives and environmental targets of Toyota Indonesia.

Produksi Production

Memperluas basis produksi di Indonesia dengan investasi baru yang pada akhirnya akan membuka kesempatan kerja baru. Expanding the production bases through new investment, which ultimately will open up new employment opportunities.

Sumber Daya Manusia Human Resources

Meningkatkan kemampuan Sumber Daya Manusia di Indonesia melalui proses 'Transfer Technology'. Improving the capability of Human Resources in Indonesia through the 'Technology Transfer' process.

6	Ferrari	<p>MAINTAIN FERRARI'S CORPORATE GOVERNANCE AND RISK MANAGEMENT SYSTEMS ALIGNED WITH BEST PRACTICES TO ENSURE AN ETHICAL BUSINESS CONDUCT WHILE PROVIDING SUPERIOR AND SUSTAINABLE RETURNS TO OUR SHAREHOLDERS.</p> <p>The automotive sector must comply with extensive international, national and local laws and regulations and industry self-regulations. In particular, the European, US and Chinese markets have new regulations that respond to legitimate concerns about vehicle safety, fuel consumption, noise levels and environmental impact.</p> <p>Ferrari is committed to creating a culture of sustainability to address this complex scenario. This culture demands efficient corporate governance and risk management, a proactive decision-making process and openness to change. All of these extend not just to Company processes as a whole</p> <p>but through our entire supply chain. Our focus on excellence in terms of luxury, quality, aesthetics and performance require responsible supply chain management. The selection of commercial partners, suppliers, and dealers is based not only on the quality of their products and services but also on their adherence to ethical and environmental principles. Specifically, all of our suppliers must comply with our Code of Conduct and are encouraged to adopt and share sustainable practices.</p>	<p>RISK MANAGEMENT:</p> <p>OUR RISK MANAGEMENT APPROACH IS AN IMPORTANT BUSINESS DRIVER AND IT IS INTEGRAL TO THE ACHIEVEMENT OF THE GROUP'S LONG-TERM BUSINESS PLAN.</p> <p>We take an integrated approach to risk management, where risk and opportunity assessment are at the core of the leadership team agenda. Ferrari has adopted the last publication of the COSO Framework as the foundation of its enterprise risk management (ERM), which also integrates the analysis and assessment of socio-environmental risks, including climate related risks. The Board of Directors is responsible for considering the ability to control and manage risks crucial to achieving its identified business targets, and for the continuity of the Group.</p>	<p>TRAINING AND TALENT DEVELOPMENT</p> <p>ALONG WITH THE NEED TO HIRE, DEVELOP AND RETAIN TALENTS, WE ARE AWARE THAT WE MUST MANAGE HUMAN CAPITAL AS A CRITICAL RESOURCE TO ACHIEVE THE BEST POSSIBLE RESULTS.</p> <p>The success, prestige and appeal of our brand depends on the ability to attract talents and retain them to participate, for example, in managing, engineering talent and all the employees that make Ferrari unique have to be rewarded based on their ability, determination, and qualifications. This is why we offer career progression opportunities related to each individual's strengths, abilities and our Company's requirements, underpinned by substantial investments in training.</p> <p>Human capital development ensures that our Company has the appropriate skill set to execute the business strategy and improve employee attraction, retention, as well as motivation, and, as a result, enhance productivity and the quest for innovation.</p> <p>Training requests for employees who receive a regular performance and career development review, are identified during this review process in order to address the needs of both parties.</p> <p>MORE THAN 63,300 HOURS OF TRAINING DELIVERED ACROSS THE COMPANY'S EMPLOYEES IN 2020, UP 9.9% VS. 2019</p>																		
7	Toyota		<p>Komite Lingkungan memiliki beberapa sub komite pada setiap proses bisnis yang penting. Setiap sub-komite memiliki objektif masing-masing yang relevan dengan kegiatannya sambil berkoordinasi dengan Komite Lingkungan.</p> <p>The Environmental Committee has several sub-committees in every important business process. Each sub-committee has its own objectives relevant to its activities while coordinating with the Environmental Committee.</p> <p>Tugas dan Tanggung Jawab Pengelolaan Lingkungan</p> <table border="1"> <thead> <tr> <th>POSI</th> <th>TUGAS DAN TANGGUNG JAWAB</th> <th>Duties and Responsibilities</th> </tr> </thead> <tbody> <tr> <td>Direksi Board of Directors</td> <td>Membenarkan arahan untuk membuat objektif kebijakan dan action plan (policy).</td> <td>Provide direction to set objectives, policy, and action plans (policy).</td> </tr> <tr> <td>Officer</td> <td>Memimpin action plan perusahaan terkait lingkungan serta mengawasi perkembangan dan tindak lanjutnya.</td> <td>Lead the company's action plan regarding the environment as well as monitor its development and follow up.</td> </tr> <tr> <td>Sekretaris Secretary</td> <td>1. Menangani isu lingkungan dari internal dan eksternal serta dilanjutkan pada kebijakan perusahaan dan action plan. 2. Mendukung Sub Komite dengan menyediakan: a. Standar dan regulasi lingkungan. b. Komunikasi dengan pemerintah serta pihak eksternal lainnya terkait masalah lingkungan. c. Kebijakan Pendidikan dan pelatihan untuk meningkatkan kompetensi anggota.</td> <td>1. Address both internal and external environmental issues to be followed up on company policies and action plans. 2. Support Sub-committees by providing: a. Environment standards and regulation. b. Communication with government as well as other external parties regarding environmental issues. c. Policies on training and education to improve member competency.</td> </tr> <tr> <td>Supervisor</td> <td>Bertanggung jawab pada pencapaian objektif dan target perusahaan di masing-masing Sub Komite.</td> <td>Responsible for achieving the company's objectives and targets in each Sub-Committee.</td> </tr> <tr> <td>Advisor</td> <td>Memberikan saran aktivitas kelompok yang sesuai dengan objektif dan target lingkungan THMB.</td> <td>Provide advice for appropriate group activities in line with the objectives and environmental targets of Toyota Indonesia.</td> </tr> </tbody> </table>	POSI	TUGAS DAN TANGGUNG JAWAB	Duties and Responsibilities	Direksi Board of Directors	Membenarkan arahan untuk membuat objektif kebijakan dan action plan (policy).	Provide direction to set objectives, policy, and action plans (policy).	Officer	Memimpin action plan 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	1. Menangani isu lingkungan dari internal dan eksternal serta dilanjutkan pada kebijakan perusahaan dan action plan. 2. Mendukung Sub Komite dengan menyediakan: a. Standar dan regulasi lingkungan. b. Komunikasi dengan pemerintah serta pihak eksternal lainnya terkait masalah lingkungan. c. Kebijakan Pendidikan dan pelatihan untuk meningkatkan kompetensi anggota.	1. Address both internal and external environmental issues to be followed up on company policies and action plans. 2. Support Sub-committees by providing: a. Environment standards and regulation. b. Communication with government as well as other external parties regarding environmental issues. c. 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 THMB.	Provide advice for appropriate group activities in line with the objectives and environmental targets of Toyota Indonesia.	<p>Produksi Production</p> <p>Memperluas basis produksi di Indonesia dengan investasi baru yang pada akhirnya akan membuka kesempatan kerja baru. Expanding the production bases through new investment, which ultimately will open up new employment opportunities.</p> <p>Sumber Daya Manusia Human Resources</p> <p>Meningkatkan kemampuan Sumber Daya Manusia di Indonesia melalui proses 'Transfer Technology'. Improving the capability of Human Resources in Indonesia through the 'Technology Transfer' process.</p>
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Sumber: data diolah sendiri

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No	Obyek yang diteliti	4	5	6
1	PT. Astra Internasional Tbk.	<p>Pada 2010 Astra menetapkan tujuan 2020 yaitu menjadi "Kebanggaan Bangsa" dan strategi pencapaiannya dituangkan dalam <i>Strategic Triple-P Roadmap</i> yang terdiri dari <i>Portfolio Roadmap</i>, <i>People Roadmap</i>, dan <i>Public Contribution Roadmap</i>.</p> <p>Strategi ini bertujuan untuk meningkatkan nilai bagi pemegang saham, membangun Insan Astra dan memberikan manfaat di tengah-tengah masyarakat. Dengan strategi ini Astra menyeimbangkan pertumbuhan bisnis dengan pengembangan sumber daya manusia dan kontribusi kepada masyarakat.</p> <p>Pada 2020, Astra dan para pemangku kepentingan utamanya telah melakukan kaji ulang terhadap pencapaian dari <i>Strategic Triple-P Roadmap</i>. Mempertimbangkan pencapaian dan tantangan yang dihadapi di dalamnya, serta merefleksikan nilai-nilai Astra untuk menciptakan strategi keberlanjutan yang akan datang, Direksi dan Dewan Komisaris Astra memutuskan untuk menetapkan kembali "Kebanggaan Bangsa" sebagai <i>goal</i> 2030.</p>	<p>Sistem manajemen risiko yang berjalan efektif merupakan tugas dan tanggung jawab seluruh jajaran manajemen Perseroan dan setiap unit kerja. Proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi dan monitoring risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit. Astra berpedoman atas prinsip kehati-hatian dan kepatuhan terhadap peraturan perundangan yang berlaku.</p> <p><i>Group Risk Advisory</i> (GRA) membantu manajemen dalam menjalankan kerangka kerja <i>Enterprise Risk Management</i> (ERM) melalui pengelolaan profil risiko di setiap lini bisnis, termasuk aspek ESG untuk memastikan keberlangsungan usaha perseroan.</p>	<p>Sistem manajemen risiko yang berjalan efektif merupakan tugas dan tanggung jawab seluruh jajaran manajemen Perseroan dan setiap unit kerja. Proses tata kelola risiko secara berkelanjutan dimulai dari identifikasi, evaluasi, mitigasi dan monitoring risiko yang sesuai dengan wewenang yang melekat pada masing-masing unit. Astra berpedoman atas prinsip kehati-hatian dan kepatuhan terhadap peraturan perundangan yang berlaku.</p>
2	Ford		<p>IDENTIFYING OUR SALIENT HUMAN RIGHTS ISSUES</p> <p>We prioritize human rights issues at Ford and in our supply chain using a formal saliency assessment process. Conducted in line with the UN Guiding Principles Reporting Framework (UNGPRF), our 2020 saliency assessment identified and updated the human rights issues at risk of the most severe negative impacts through our activities and business relationships.</p> <p>Having conducted the first saliency assessment in the auto industry in 2018, our second assessment built on this foundation. It was conducted with a third-party consultancy and we considered geographic, social, economic, diversity, community and supplier-related issues. The process included desk-based research, interviews, an online survey and workshops with external stakeholders, including investors, industry experts and suppliers, along with Ford employees representing all skill teams and global regions.</p>	



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3	Hyundai	<p>Scope and Boundary of Report</p> <p>This report covers the activities of the headquarters as well as manufacturing plants, technical centers, design centers, and sales corporations operated by Hyundai Motor Company in Korea and overseas. Financial information is based on the consolidated financial statements in accordance with the Korean International Financial Reporting Standards (K-IFRS). Non-financial data regarding environmental and social performance is based on the separate figures of Hyundai Motor Company, and some performances include those of Hyundai Motor Group. In case the reporting scope differs, the reporting scope of the information is indicated separately in the annotation.</p>	<p>Forming a pool of topics</p> <p>We analyzed sustainability management trends by analyzing global economic, social, and environmental issues as well as international standards, and benchmarked sustainability reports in the same industry. We also carried out media research and internal status reviews to form a pool of 32 material sustainability topics that influence our stakeholders.</p>	<p>Analyzing issues</p> <p>We analyzed documented materials and quantified the results of analysis for each category, in order to determine the priority of the issues in the major sustainability management issue pool.</p> <ul style="list-style-type: none"> • Analysis of business relevance <ul style="list-style-type: none"> • Internal status analysis Analyze publicly disclosed materials, including the CSV strategy, newsletters, and the Corporate Governance & Communication Committee • Benchmarking of other companies in the same industry Analyze material issues of recent sustainability reports published by competitors • Analysis of reports by external experts Analyze securities firms' analyst reports and columns published by experts • Analysis of social impacts <ul style="list-style-type: none"> • Analysis of international standards Analyze major sustainability initiatives in Korea and overseas, including GRI, DJSI, SASB, and UN SDGs, as well as ESG evaluations • Media research Analyze 33,231 articles from major media outlets in Korea that were published in 2019 • Past reports Analyze reported issues and the content of reports that were published in the last five years
4	Volkswagen		<p>At the start of the materiality process, an analysis of the Group's existing sustainability activities was made and a cross-sectoral list of relevant sustainability topics compiled. Subsequently, the order of priority of the topics for developing the narrative was worked out. This was based on an internationally oriented IT- and AI-supported data analysis of the key sustainability topics from an external perspective with an evaluation of media and stakeholder positions from several tens of thousands of sources. This enabled a benchmark survey that made it possible to measure the Volkswagen Group's performance in various ESG areas in relation to its risk exposure and the development of its value. At the same time, internal trend analyses were carried out, including using ESG ratings, as were interviews with decision-makers and experts within the Group and with members of the Sustainability Council. The specially appointed Advisory Group in the Volkswagen Group, which consisted of representatives of the brands and central corporate functions, played a key role. The details of the narrative were worked out in expert workshops and with the cooperation of the Advisory Group before finally being adopted by the Group Board of Management. Four focus areas have been defined within this framework:</p>	

Duties

The Board has an Audit Committee primarily for the purpose of supervising the accounting and financial reporting processes and the audit of the annual financial statements.

The Audit Committee's duties include preparing the Board's work to assure the quality of the Group's financial reporting by reviewing interim reports, the Annual and Sustainability Report and the consolidated accounts. The Audit Committee also has the task of reviewing and overseeing the Group's legal and taxation matters as well as compliance with laws and regulations that may have a material impact on financial reporting. Furthermore, the Audit Committee has the task of reviewing and overseeing the impartiality and independence of the company's auditors. The Audit Committee is also responsible for evaluating both internal and external auditors' work and, when applicable, handling the tender process for audit services. In addition, it is the Audit Committee's task to preapprove what other services, beyond auditing, the company may procure from the auditors. The Audit Committee also adopts guidelines for transactions with companies and persons closely associated with Volvo. Further, the Audit Committee evaluates the quality, relevance and effectiveness of the Group's system for internal control over financial reporting, as well as with respect to the internal audit and risk management, and discharge any other duties of an audit committee according to law or its instructions. Finally, the Audit Committee oversees developments within the ESG (Environmental, Social and Governance) standards, and the Group's reporting in these areas.

5	Volvo			
6	Ferrari	<p>Through this Sustainability Report, we aim to provide our stakeholders with non-financial information, illustrate our sustainability strategy and our corporate social responsibility initiatives in 2020 (from January 2nd, 2020 to December 31st, 2020) to ensure transparent and structured communication with our stakeholders. This Sustainability Report was prepared under the supervision of Ferrari Group's Chief Financial Officer and in accordance with the GRI Standards: Core option. This report also includes further disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Automobiles Sustainability Accounting Standards, prepared by the Sustainability Accounting Standards Board (SASB). Several operating departments of the Group have been actively involved in the process of data gathering and report drafting in order to shape this Sustainability Report. This has been shared with the Executive Officers of the Group and with the Governance and Sustainability Committee of the Board of Directors.</p> <p>With regard to the financial data, the scope of reporting corresponds to that of Ferrari N.V.'s Consolidated Financial Statements.</p> <p>Regarding the qualitative and quantitative data on social and environmental aspects, the scope of reporting corresponds to Ferrari N.V. and our subsidiaries consolidated on a line-by-line basis (as indicated in this note, § "Scope of consolidation" of 2020 Annual Report). Environmental data and information is reported for our principal manufacturing facility in Maranello, for our second plant in Modena and for our Mugello racing circuit. Any exceptions, with regard to the scope of this data, are clearly indicated throughout this Sustainability Report.</p> <p>Directly measurable quantities have been included, while limiting, as far as possible, the use of estimates. Any estimated data is indicated accordingly; additionally certain totals in the tables included in this document may not add due to rounding.</p>	<p>During the reporting period, we did not face any significant change concerning the organization's size, structure, ownership or supply chain.</p> <p>The reporting frequency will be annual.</p> <p>The Report, with the exception of the information included in the table "Sustainability Accounting Standards Board Response (SASB) INDEX 2020", is subject to a limited assurance engagement in accordance with the criteria established by the principle ISAE 3000 (Revised) by EY S.p.A., which, at the end of the work performed, released the Independent Auditors' Report. This Sustainability Report is also available online at www.ferrari.com. Please refer to the Investor Relations and Sustainability department for your inquiries about Ferrari's sustainability strategy (email.ing@ferrari.com).</p> <p>For each of the 20 topics that emerged as being material, in order to identify where the issue generates an impact and thus determining its relevance, a specific boundary was identified.</p>	

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7	Toyota		<p>TOPIK KEBERLANJUTAN [GRI 102-46]</p> <p>Penentuan topik-topik keberlanjutan yang ditetapkan oleh TMMIN mengacu pada isu-isu yang berpengaruh secara signifikan bagi TMMIN dan para pemangku kepentingan yang terkait dengan aspek ekonomi, sosial, dan lingkungan serta menjadi perhatian penting bagi pemangku kepentingan dalam pengambilan keputusan.</p> <p>Tahap identifikasi topik keberlanjutan dimulai dengan menetapkan prioritas topik-topik yang relevan terhadap signifikansi dampak tersebut dalam konteks keberlanjutan TMMIN dan pemangku kepentingan eksternal. Pemilihan topik material dilakukan dengan mempertimbangkan signifikansi dampak dan penilaian pemangku kepentingan.</p> <p>Laporan keberlanjutan ini selanjutnya akan menyajikan data dan informasi tentang bagaimana TMMIN mengelola topik-topik keberlanjutan termasuk di dalamnya kebijakan, target, inisiatif, pencapaian maupun tantangan yang dihadapi selama masa pelaporan. Titik tumpu dari pelaksanaan program dan kegiatan ini terletak di lingkungan sekitar wilayah usaha TMMIN (mencakup lingkungan kantor pusat, pabrik, <i>supplier</i>, hingga vendor).</p>
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Sumber: data diolah sendiri

No	Obyek yang diteliti	7	8	9	10
1	PT. Astra Internasional Tbk.	<p>Adaptasi kemampuan SDM Astra dengan teknologi digital memperlihatkan hasilnya terutama pada tahun 2020, ketika seluruh sektor terpukul oleh dampak pandemi COVID-19. Perubahan budaya kerja dari kantor ke rumah menuntut para insan Astra untuk bisa beradaptasi, namun tetap bekerja maksimal. Kesehatan para karyawan adalah prioritas, namun kinerja tetap dipertahankan.</p> <p>Grup Astra, tetap dengan semangat Kebanggaan Bangsa sebagai tujuan 2030, berupaya untuk menjadi contoh dengan menjalankan protokol kesehatan sesuai dengan aturan yang ada. Grup menjalankan bisnis dengan mengutamakan kesehatan karyawan dan kepatuhan terhadap regulasi pemerintah. [103-1, 103-2]</p>	<p>Program Kampung Iklim (PROKLIM)</p> <p>Astra melalui program pendampingan desa, yaitu Kampung Berseri Astra (KBA) mendukung berjalannya Program Kampung Iklim (Proklim) guna mendorong kapasitas adaptasi masyarakat desa dalam menghadapi dampak perubahan iklim dan penurunan emisi gas rumah kaca yang disesuaikan dengan kondisi geografis dari masing-masing desa. Melalui penerapan Program Kampung Iklim, beberapa Kampung Berseri Astra telah mendapatkan predikat Proklim dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) sebagai bentuk penghargaan terhadap upaya-upaya adaptasi dan mitigasi perubahan iklim yang telah dilaksanakan di tingkat lokal.</p>		<p>Para pemangku kepentingan yang terhormat,</p> <p>Dengan mengucapkan syukur kepada Tuhan Yang Maha Kuasa, kita bisa melalui tahun 2020 yang sarat dengan hambatan akibat pandemi COVID-19 yang melanda dunia. Pada kondisi seperti ini, kesehatan menjadi hal yang paling utama, sehingga Astra melakukan upaya-upaya untuk mencegah dan menanggulangi COVID-19.</p> <p>Sebagai langkah pengendalian awal, Astra membentuk <i>Pandemic Working Team</i> yang berfokus memprioritaskan keselamatan dan kesehatan karyawan dengan mewajibkan pembatasan kehadiran karyawan dan kegiatan produksi untuk mencegah penularan di tempat kerja serta mengikuti kebijakan pembatasan sosial yang diterapkan pemerintah daerah masing-masing. Kami juga telah mengoperasikan Astra COVID-19 Crisis Center sejak 30 Maret 2020, beberapa minggu setelah World Health Organization (WHO) mengumumkan kondisi pandemi global.</p>



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2	Ford	<p>To reach this long-term aspiration, we need to prepare ourselves in the short and mid term. We regularly review our vehicle development plans to assess how they align with our metrics for reducing CO₂ emissions. While achieved reductions will vary from year to year due to external factors that are outside of our control, we are improving the efficiency of conventional and hybrid electric vehicles (HEVs) and prioritizing a carbon-neutral portfolio that is key for the future. Depending on infrastructure, technology development, policy and customer acceptance, our long-term carbon-neutral portfolio will be powered by some combination of renewable, carbon-neutral electricity, hydrogen and fuels (biofuels and e-fuels). Fossil fuels may also continue to have a place in combination with carbon capture and sequestration technology (see graphic below).</p>		<p>OUR ISSUES-SPECIFIC STRATEGIES</p> <p>Our approach to sustainability involves doing our share to meet the collective challenges the world faces. To address the full range of these material issues, we have developed a number of strategies that are targeted toward specific topics.</p> <ul style="list-style-type: none"> – <u>People Strategy</u> – <u>Human Rights Strategy</u> – <u>Climate Change Strategy</u> – <u>Sustainable Materials Strategy</u> – <u>Circular Economy Strategy</u> – <u>Renewable Energy Strategy</u> 	<p>Multi-Stakeholder Action on Responsible Sourcing</p> <p>We participate in several multi-stakeholder groups focused on both conflict minerals and other materials. These activities include:</p> <ul style="list-style-type: none"> • Chairing the Smelter Engagement Team and engaging in the Responsible Materials Work Group of the Automotive Industry Action Group (AIAG) • Serving on the Projects and Resources Work Group of the Public-Private Alliance for Responsible Minerals Trade (PPA) • Leading the Global Gold Smelter Engagement Team and participating in several workgroups with the Responsible Minerals Initiative (RMI) • Participating in the automotive original equipment manufacturer (OEM) and capacity building workgroups of the Global Platform for Sustainable Natural Rubber (GPSNR)
3	Hyundai	<p>Pursuing Eco-friendly Value throughout the Entire Value Chain</p> <p>Processes throughout the automotive industry, from production to vehicle usage to end-of-life, have a significant impact on the environment. Hyundai is rapidly expanding its range of eco-friendly vehicles, helping to ensure that the usage phase of the entire value chain is as environmentally friendly as possible. In addition, we are reducing our environmental impact and managing climate change risks through eco-friendly operations at all our business sites, ranging from the procurement of raw materials and parts through to assembly and end-of-life product disposal.</p>	<p>Electric vehicles are garnering attention as growing calls for stricter environmental regulations and more sustainable consumption are evolving into a global trend. Hyundai views clean mobility as the engine and goal for our pursuit of sustainable growth. By developing eco-friendly technologies with a focus on the environment and future generations, we continue healthy growth, present new standards for future mobility, and usher in a hydrogen society that runs on the unlimited, clean energy.</p>	<p>Hyundai is putting resources into nationwide efforts at overcoming challenges and crises, brought onto our society by COVID-19, using diverse methods available at the Group level. We have donated KRW 5 billion to the Hope Bridge Korea Disaster Relief Association. Further, we have offered the Hyundai HRD Center and the Global Win-Win Cooperation Center in Kyeongju for use as community treatment centers as well as the Paju Campus of HRD Center as a temporary treatment center for people coming from overseas, in order to help treat mild cases in the Daegu and Kyeongbuk regions that are struggling with a soaring number of confirmed cases. We also are servicing vehicles that are used for transporting children and used by paramedics working at the forefront of the fight against COVID-19. For a month ending mid-May, 5,500 vehicles being used by childcare centers and kindergartens were disinfected and inspected for safety, and some 500 ambulances of the National Fire Agency were given a maintenance service free of charge.</p> <p>Also provided are snacks for medical staff fighting COVID-19 or caring for patients; free inspection services for ambulances; medical site-tailored supports such as blood donations; masks for the underprivileged of local communities; and food packages for children of needy families. A thoughtful campaign was also carried out at our Jeonju Plant where employees bought flowers from nearby flower farms as a way to revitalize the local economy amid the prolongation of COVID-19.</p>	<p>The Principle of Inclusivity</p> <p>HMC has identified internal and external stakeholder groups such as Customers/Dealers, Employees, Government, Shareholders/Investors/Business partners, and Local Communities. HMC engages with the stakeholders at the company and business unit levels through various channels. The approaches to engage with selected stakeholders and relevant organizations are described in the Report. HMC aligns sustainability management activities with UN SDGs, tried to create social value through long-term strategy, and pursues sustainable social contribution in the industry.</p> <p>The Principle of Materiality</p> <p>HMC has conducted the materiality assessment to prepare the Report. Various issues have been derived by analyzing the topics covered in various global initiatives and standards, reviewing industry peers' reports and media reports. The issue pools were used on internal and external stakeholder survey to rate the material topics and subsequently 6 material topics are prioritized. We have reviewed the materiality assessment process and noted relevant material topics prioritized from the process are addressed in the Report.</p> <p>The Principle of Responsiveness</p> <p>HMC identified material sustainability as stakeholder interest issues, presented management approaches with a long-term strategy and major achievements on material topics for each stakeholder issue in the Report. As an effective response is aligned with the organization's vision, strategies and objectives, it is recommended that the materiality assessment for effective response be implemented by a cross-functional organization including risk, compliance, and strategy development etc.</p>



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4	Volkswagen	<p>IMPACT ASSESSMENT SIGNIFICANTLY EXPANDED</p> <p>The Volkswagen Group wants to measure the impact of its actions even more precisely in quantitative terms in the future and, if possible and reasonable, to monetize this. It is about positive and negative impacts that the Group has in all sustainability dimensions with its business, supply chains and products and services. This means we are not only taking on board impetus from regulatory developments set in motion by the EU CSR Directive or the EU Green Bond Standard, but also impetus from international initiatives and organizations such as the OECD and the WBCSD. At the same time, like other global companies, we are endeavoring to make even greater use of an impact assessment in our decision-making and management processes, risk management, reporting and communication with our stakeholders.</p>	<p>The Volkswagen Group continuously develops its risk management in order to take account of increased internal and external requirements in the field of corporate responsibility. This particularly applies to the instrument of the list of risk focus areas used by the Group, which is divided into 18 different modules. In 2020, we made necessary updates in the three compliance/fraud, development and sustainability modules following reviews. The new focus areas were introduced and a change was made in the assignment of existing focus areas to the modules in particular for the purpose of better recording and preventing risks in the areas of product and environmental compliance.</p> <p>The list of risk focus areas is to be used by all entities affected. The Group Risk Management function and the brand risk management units can declare selected areas of focus, such as on the aspects of sustainability and compliance, mandatory for the relevant units. Risks that could impact on our bottom line also include general environmental risks and climate-change risks. These include risks that could result from differing CO₂ and emissions regulations, but also extreme weather, storms or floods with effects on production, infrastructure and supply chains. The risks relevant from the Volkswagen Group's perspective are presented in the report on risks and opportunities in the management report. In fiscal year 2020, risks were identified with regard to compliance with regulations on fleet CO₂ emissions in individual brands and markets. A more detailed description is available in the report on risks and opportunities in the Annual Report under the heading "Environmental Protection Regulations."</p>	<p>STRUCTURE AND ROLES OF THE SUSTAINABILITY ORGANIZATION</p> <p>Sustainability means maintaining best environmental, social and economic systems with long-term viability for global, regional and local levels. The Volkswagen Group can influence these systems in various ways and actively takes responsibility to help ensure they are sustainable. The Volkswagen Group has established consistent sustainability management. The related structures, processes and responsibilities are codified in a separate Group policy. We view sustainability management as a continuous improvement process (CI).</p> <p>The Chairman of the Board of Management of Volkswagen AG has cross-functional overall responsibility for sustainability. Additional responsibility is taken by members of the Board of Management with their responsibility for specific management systems related to sustainability and by the Group Steering Committee for Sustainability. The members of this steering committee include management from central Board of Management business areas and representatives of the brands and the Group Works Council. The Group Steering Committee for Sustainability defines concrete strategic targets and programs, sets out measures for all core business areas, cross-brand and cross-regional development of sustainability management and makes decisions on sustainability-related brand issues and positions in the Volkswagen Group.</p> <p>The Group's sustainability function Group Sustainability coordinates all sustainability-related activities and the Group-wide cross-functional network for sustainability. Communication with Group functions, brands and companies is structured via defined core processes. They serve to create transparency on external requirements and transfer these into corporate action. The core processes include the sustainability strategy and materiality analysis, stakeholder management, rating and ranking, sustainability policy and sustainability reporting. Group Sustainability is also located in the Office of the Corporate Secretary and to Group Strategy in order to ensure that sustainability is closely linked with the strategic corporate goals and the core business. It is also responsible for the office of the Group Steering Committee for Sustainability.</p> <p>In addition to the Group Steering Committee for Sustainability, regular discussions within the Group with sustainability network stakeholders through various forums, such as the annual Group Sustainability Summit. At brand level, the brand sustainability managers carry out the cross-functional coordination of sustainability topics. Develop the sustainability strategy, are responsible for content and reporting on sustainability topics within the brand, represent the brand on sustainability topics externally and coordinate with Group Sustainability.</p> <p>THE SUSTAINABILITY COUNCIL, AS AN INDEPENDENT DRIVING FORCE AND PARTNER</p> <p>At Group level, the Sustainability Council has a prominent position. The advisory committee consists of 2000 experts from the Volkswagen Group. It supports the Group's sustainability strategy and is made up of internationally renowned experts from the academic world, politics and society. The Council establishes its own working methods and areas of focus independently, has extensive rights for the purpose of exchanging information, consultation and initiating action, and consults regularly with the Board of Management, top management and the employee representatives.</p>
5	Volvo	<p>Risk management</p> <p>In accordance with the decentralized Volvo Group governance model, each Business Area and Truck Division is accountable for its risk management. The Volvo Group works with a Group-wide Enterprise Risk Management (ERM) process, which is a systematic and structured process to consolidate and analyze risks and mitigations as well as to follow up on the risks that might impact the Group's business. Truck Divisions, Business Areas and Group functions report risks in the ERM process using an integrated multi-disciplinary approach. The ERM process includes all types of risks for the Volvo Group, including climate related risks and other sustainability related risks.</p> <p>The ERM risks are divided into five categories, i.e. Macro and market related risks, Operational risks, Climate and society risks, Compliance risks and Financial risks. Climate related risks are mainly reported in the Climate and society risks category, but as the nature of climate risks are overlapping with certain other identified risk categories, some climate-related risks are also reported under Macro and market related risks and Operational risks.</p> <p>The risks identified in the ERM process are considered from a short-, medium- and/or long-term perspective and are further reviewed from a materiality standpoint. The risks identified in the ERM process are assessed through a materiality analysis conducted with internal and external stakeholders and the risks that are classified as material are considered to be the most prominent risk factors for the Volvo Group, see page 68.</p> <p>Certain climate-related transitional risks have been identified as material to the Volvo Group in connection with the ERM Process, see above and pages 68-75.</p>	<p>Suppliers</p> <p>CONNECTION TO SUPPLIER SOCIAL AND ENVIRONMENTAL ASSESSMENTS</p> <p>Through the Environmental Impact Register, Volvo has a clear overview of the environmental risks of its suppliers. The register is updated annually and includes information on the environmental risks of the suppliers. The register is used to identify and assess the environmental risks of the suppliers. The register is also used to identify and assess the environmental risks of the suppliers. The register is also used to identify and assess the environmental risks of the suppliers.</p> <p>RELEVANT SUPPLIER GOALS</p> <p>Volvo has set a goal to reduce CO₂ emissions from its suppliers by 10% by 2025. This goal is part of Volvo's broader sustainability strategy. The goal is to be achieved through a combination of measures, including improved energy efficiency, increased use of renewable energy, and improved logistics. The goal is to be achieved through a combination of measures, including improved energy efficiency, increased use of renewable energy, and improved logistics.</p> <p>RELEVANT SUPPLIER GOALS</p> <p>Volvo has set a goal to reduce CO₂ emissions from its suppliers by 10% by 2025. This goal is part of Volvo's broader sustainability strategy. The goal is to be achieved through a combination of measures, including improved energy efficiency, increased use of renewable energy, and improved logistics. The goal is to be achieved through a combination of measures, including improved energy efficiency, increased use of renewable energy, and improved logistics.</p>	<p>Report content</p> <p>Volvo Group's sustainability disclosures are prepared to provide stakeholders with relevant information about the Group's economic, environmental and social impact. In defining the report content, the Volvo Group applies IRI's reporting principles on stakeholder inclusiveness, sustainability context, materiality and completeness.</p> <p>Strategic framework</p> <p>During 2019 and 2020 Volvo Group updated its strategic framework to drive sustainability and performance, revolving around climate, resources and people. Sustainability priorities have been concluded in dialogue with a network of sustainability professionals and management of all truck divisions, business areas as well as the executive management of the Volvo Group and the Board of Directors.</p> <p>Consulting stakeholders</p> <p>Group and include views from stakeholders such as customers, investors, employees, supply chain partners and community.</p> <p>While different stakeholder groups raise concerns or ask for specific information on different topics certain sustainability topics are common for most stakeholder groups. During 2020 such topics have revolved mainly around health, climate and human rights. Read more about our main stakeholder groups and their topics of interest, materiality and reporting on volvo.com/materiality.</p> <p>Translated into GRI topics, material topics are briefly described in the table below. More details are provided under the specific sustainability notes on the following pages and complemented by the risk descriptions on pages 150-170.</p> <p>Additional topics are mentioned briefly but not according to GRI, e.g. materials of concern, lobbying, compliance and tax practices.</p>



	<p>Through this Sustainability Report, we aim to provide our stakeholders with non-financial information, illustrate our sustainability strategy and our corporate social responsibility initiatives in 2020 (from January 1st, 2020 to December 31st, 2020) to ensure transparent and structured communication with our stakeholders.</p> <p>This Sustainability Report was prepared under the supervision of Ferrari Group's Chief Financial Officer and in accordance with the GRI Standards: Core option. This report also includes further disclosures in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Automobiles Sustainability Accounting Standards, prepared by the Sustainability Accounting Standards Board (SASB). Several operating departments of the Group have been actively involved in the process of data gathering and report drafting in order to shape this Sustainability Report. This has been shared with the Executive Officers of the Group and with the Governance</p>
	<p>"It's important to consider employee roles and development opportunities at the heart of the engagement and decision-making process. Ferrari invests a great deal in its people, and we are committed to their well-being and safety. We have implemented measures to ensure the health and safety of our employees during the COVID-19 pandemic, such as the implementation of safety protocols, health and safety training, and the provision of personal protective equipment (PPE)."</p> <p>"We know that climate risk is an investment risk. We also believe the climate transition presents a historic investment opportunity."</p>
	<p>Comprehensive overview of the company's performance in 2020, including financial results, operational performance, and sustainability initiatives. The report also includes a detailed analysis of the company's risks and opportunities, and a forward-looking statement on the company's strategy for 2021 and beyond.</p>
<p>Ferrari</p>	
<p>6</p>	

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7	Toyota			<p>PROGRAM WHISTLEBLOWING Whistleblowing Program</p> <p>Untuk mendukung 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 (<i>fraud</i>), perilaku tidak etis dan pelanggaran peraturan dan hukum yang terjadi selain melalui saluran komunikasi yang sudah tersedia. WBP memungkinkan pelapor untuk melakukan pelaporan secara anonim di mana kerahasiaan identitas pelapor dijaga dan dijamin oleh TMMIN atas dasar keamanan.</p> <p>TMMIN has the quality conduct. It that serve and vendic of any sus as rule at existing c the whistle guarantee identity for</p> <p>SARANA PENGADUAN WBP WBP Complaint Facility</p> <ol style="list-style-type: none"> 1. Whistleblowing Program Box <ul style="list-style-type: none"> - Karawang Plant : Lobby Balai Karyawan - Head Office : Lantai 1 (First Floor) 2. PO Box 3000/JKU, Jakarta 14011 3. Form Hints-Letter menggunakan format bebas <p>PENYELESAIAN MASALAH Settlement of Issues</p> <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>	<p>Pada tahun ini, TMMIN kembali menerbitkan Laporan Keberlanjutan tahunan yang keenam untuk periode 1 Januari sampai dengan 31 Desember 2019. Hingga laporan ini diterbitkan, tidak terdapat perubahan periode pelaporan ataupun penyajian kembali atas informasi pada laporan sebelumnya. Seluruh materi dan informasi yang tersajikan di dalam Laporan Keberlanjutan ini memiliki relevansi dengan laporan sebelumnya yang diterbitkan pada April 2019. [GRI 102-48, 102-49, 102-50, 102-51, 102-52]</p> <p>Penyusunan dan penerbitan Laporan Keberlanjutan ini merupakan wujud komitmen TMMIN dalam mengimplementasikan aspek-aspek keberlanjutan secara jangka panjang. Laporan ini ditujukan kepada segenap pemangku kepentingan TMMIN termasuk masyarakat, pelanggan, mitra usaha, pemerintah, serta Toyota Motor Corporation (TMC) selaku induk perusahaan TMMIN. Laporan Keberlanjutan TMMIN diharapkan dapat memberikan pengetahuan dan manfaat bagi publik serta membangun hubungan komunikasi dua arah yang positif antara TMMIN dan para pemangku kepentingan.</p> <p>TMMIN melakukan penyusunan laporan dan mekanisme pengumpulan data pendukung berbasis pada kriteria yang diterbitkan <i>Global Reporting Initiative</i> (GRI), yaitu Standar GRI 2016 dengan metode pendekatan Core. Dalam laporan ini, TMMIN belum menerapkan pemastian eksternal (<i>external assurance</i>), namun seluruh data dan informasi yang dipublikasikan dalam laporan ini telah diperiksa dan divalidasi sepenuhnya oleh manajemen TMMIN. [GRI 102-54, 102-56]</p>
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Demikian agar yang berkepentingan maklum

Jakarta, 21 April 2022

Yang membuat pernyataan



Devia Evrillia Widjaja

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