

## Sekilas PT Centex

Perseroan didirikan dengan nama PT Century Textile Industry disingkat PT Centex dalam rangka Penanaman Modal Asing ("PMA") berdasarkan Undang-Undang No.1 Tahun 1967 jo. Undang-Undang No.11 tahun 1970, dengan akte notaris Dian Paramita Tamzil (pengganti notaris Djojo Muljadi SH) tanggal 22 Mei 1970 No.52, yang diubah dengan akte notaris Djojo Muljadi SH tanggal 25 Januari 1971 No.90.

Akte-akte ini disetujui oleh Menteri Kehakiman dengan No.J.A.5/19/19 tanggal 10 Pebruari 1971, didaftarkan di Pengadilan Negeri Jakarta dengan No.508 dan 509 tanggal 16 Pebruari 1971, dan diumumkan dalam Tambahan No.150 pada berita Negara No.25 tanggal 26 Maret 1971. Anggaran Dasar Perseroan telah diubah beberapa kali. Mengenai perubahan nama Perseroan menjadi PT Century Textile Industry Tbk disingkat PT Centex Tbk dilakukan dengan akte-akte notaris Singgih Susilo SH tanggal 20 September 1997 No.65 dan tanggal 21 Oktober 1997 No.100, serta akte notaris Irene Yulia Susilo SH (pengganti notaris Singgih Susilo SH) tanggal 8 Januari 1998 No.22.

Akte-akte ini disetujui oleh Menteri Kehakiman dengan No.C2-2028.HT.01.04.Th.98 tanggal 20 Maret 1998 dan diumumkan dalam Tambahan No.2704 pada Berita Negara No.41 tanggal 22 Mei 1998. Perubahan terakhir dilakukan dengan akte notaris Haji Syarif Siangan Tanudjaja SH tanggal 4 Agustus 2008 No.2. Perubahan ini dibuat untuk mematuhi Undang-Undang No.40 tahun 2007 tentang Perseroan Terbatas dan Peraturan Bapepam dan LK No.IX.J1 mengenai pokok-pokok Anggaran Dasar Perseroan yang melakukan Penawaran Umum Efek Bersifat Ekuitas dan Perusahaan Publik, dan persetujuan penggunaan mata uang Dollar Amerika Serikat dalam pembukuan Perseroan. Akte ini disetujui oleh Menteri Hukum dan Hak Asasi manusia dengan No.AHU-59078.AH.1.02 Tahun 2008 tanggal 4 September 2008 dan diumumkan dalam Tambahan No.5422 pada Berita Negara No.15 tanggal 20 Pebruari 2009.

Sesuai pasal 3 dari Anggaran Dasarnya, Perseroan beroperasi dalam industri tekstil terpadu. Kegiatan Komersial dimulai pada tahun 1972.

## Alamat Perseroan

Perseroan berkantor Pusat di Gedung Summitmas II Lt.3, Jl. Jenderal Sudirman Kav. 61-62, Jakarta 12190.

Telepon No: (021) 87711907, 87721653

Fax No: (021) 87721653

Email: [atsan\\_miyana@ina.toray.co.id](mailto:atsan_miyana@ina.toray.co.id)

[budi\\_taufik@ina.toray.co.id](mailto:budi_taufik@ina.toray.co.id)

[achmad\\_zalafik@ina.toray.co.id](mailto:achmad_zalafik@ina.toray.co.id)

[agus\\_wahyudi@ina.toray.co.id](mailto:agus_wahyudi@ina.toray.co.id)

Website: <http://www.toray.co.id/centex/>

## PT Centex in Brief

The Company was established under the name of PT Century Textile Industry abbreviated as PT Centex in the frame work of Law No.1 of 1967 and Law No.11 of 1970 on foreign capital investment by deed notary public Dian Paramita Tamzil (substitute for notary public Djojo Muljadi SH) dated 22 May 1970 No. 52, amended by deed of notary public Djojo Muljadi SH dated 25 January 1971 No.90.

These deeds were approved by the Minister of Justice under No.J.A.5/19/19 on 10 February 1971, registered at the Jakarta Court of Justice under No.508 and 509 on 16 February 1971 and published in Supplement No.150 to State Gazette No.25 on 26 March 1971. The Company's Articles of Association have been amended several times. Concerning the change in the Company's name to PT Century Textile Industry Tbk abbreviated as PT Centex Tbk was effected by deeds of notary public Singgih Susilo SH dated 20 September 1997 No.65 and dated 21 October 1997 No.100 and notary public Irene Yulia Susilo SH (substitute for notary public Singgih Susilo SH) dated 8 January 1998 No.22.

These deeds were approved by the Minister of Justice under No.C2-2028.HT.01.04.Th.98 on 20 March 1998, and published in Supplement No.2704 to State Gazette No.41 on 22 May 1998. The latest amendment was affected by deed of notary public Haji Syarif Siangan Tanudjaja SH dated 4 August 2008 No.2. The amendment was made to comply with Law No.40 year 2007 regarding Limited Liability Company Law and Bapepam and LK regulation No.IX.J1 regarding the Articles of Association of Company Conducting Public Offerings and Public Companies, and approval for using US Dollar currency in the Company's book. This deed was approved by the Minister of Law and Human Rights under No.AHU-59078.AH.01.02 year 2008 on September 2008 and published in Supplement No.5422 to State Gazette No.15 on 20 February 2009.

According to article 3 of its Articles of Association, the Company operates in a fully integrated textile industry. Commercial activities commenced in 1972.

## Address of the Company

The Company's head office is located at Summitmas Tower II 3<sup>rd</sup> floor, Jl. Jenderal Sudirman Kav. 61-62, Jakarta 12190.

Phone No: (021) 87711907, 87721653

Facsimile No: (021) 87721653

Email: [atsan\\_miyana@ina.toray.co.id](mailto:atsan_miyana@ina.toray.co.id)

[budi\\_taufik@ina.toray.co.id](mailto:budi_taufik@ina.toray.co.id)

[achmad\\_zalafik@ina.toray.co.id](mailto:achmad_zalafik@ina.toray.co.id)

[agus\\_wahyudi@ina.toray.co.id](mailto:agus_wahyudi@ina.toray.co.id)

Website: <http://www.toray.co.id/centex/>

## Bagian Penjualan

Telepon No: (021) 8716624, 8716962, 8725323, 87709917

Fax No: (021) 8704294

Pabrik Perseroan beralamat di Jalan Raya Bogor Km27,  
Ciracas, Jakarta Timur 13740

Telepon No: (021) 8710724, 8710301

Fax No: (021) 8711401

## Bidang Kegiatan Usaha

Perseroan bergerak dalam bidang industri tekstil katun tetoron terpadu (penenunan, pemintalan, pencelupan, dan penyempurnaan kain).

## Visi dan Misi PT Centex Tbk

### Visi

Berusaha menjadi perusahaan teladan di bidang industri tekstil terpadu.

### Misi

#### Untuk Pelanggan

Memberikan nilai baru bagi pelanggan melalui produk yang bermutu tinggi serta pelayanan yang baik.

#### Untuk para Karyawan

Memberikan peluang kepada karyawan untuk mengembangkan diri dalam suasana kerja yang penuh tantangan.

#### Untuk Pemegang Saham

Memberikan manajemen yang dapat diandalkan dan dipercaya oleh Pemegang Saham.

#### Untuk Masyarakat

Bertindak sebagai Perusahaan yang bertanggung jawab dalam membina hubungan baik dengan masyarakat sekitar dimana bisnis dilakukan.

## Sertifikat dan Penghargaan

Sertifikat dan penghargaan yang telah diterima oleh PT Centex Tbk, diantaranya adalah sebagai berikut:

1. Penghargaan dari Kementerian Lingkungan Hidup sebagai perusahaan dengan peringkat Biru untuk program penilaian Peringkat Kiinerja Perusahaan (Proper) dalam pengelolaan lingkungan hidup, periode tahun 2013-2014.
2. Sertifikat ISO 9001:2008 No.ID03/00045 dari SGS mengenai kualitas produksi, dikeluarkan tanggal 18 Februari 2003 dan berlaku hingga 18 Pebruari 2015.
3. Sertifikat ISO 14001:2004 No.ID04/63044 dari SGS mengenai Lingkungan, dikeluarkan tanggal 11 Oktober 2004 dan berlaku hingga 11 Oktober 2016.
4. Sertifikat Oeko-Tex (Standar Produk Aman) dari TESTEX Zurich, Test No.JKWO 047767, dikeluarkan tanggal 13 April 2010 dan berlaku hingga 31 Maret 2016.

## Sales Department

Phone No: (021) 8716624, 8716962, 8725323, 87709917

Facsimile No: (021) 8704294

The Company's factory is located at Jalan Raya Bogor Km27,  
Ciracas, Jakarta Timur 13740

Phone No: (021) 8710724, 8710301

Facsimile No: (021) 8711401

## Business Activities

The Company is engaged in integrated textile mills of Tetoron Cotton Shirting (cloth spinning, weaving, dyeing, and finishing).

## Vision and Mission of PT Centex Tbk

### Vision

Aiming to be a role model for the integrated textile company.

### Mission

#### For our Customer

To provide new value to our customers through high-quality products and good services.

#### For our Employees

To provide our employees with opportunities for self-development in a challenging environment.

#### For our Shareholders

To provide our Shareholders with reliable and trustworthy management.

#### For the local community

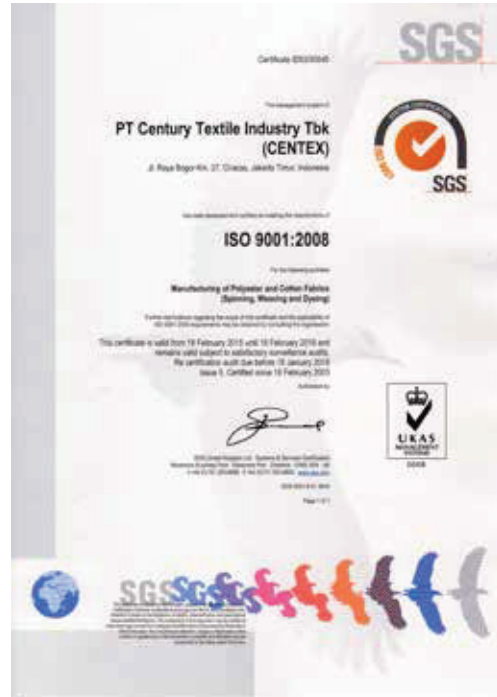
To act as a responsible corporate citizen to build a good relationship with the local communities in which we do business.

## Certificate and Award

Certificates and awards received by PT Centex Tbk, as follows:

1. Awarded by the Minister of Enviromental as a rating Blue Company, for its program company's performance with environmental preservation period 2013 - 2014.
2. ISO 9001:2008 Certificate No.ID03/00045 from SGS regarding the production quality, issued on 18 February 2003 and valid until 18 February 2015.
3. ISO 14001:2004 Certificate No. ID 04/63044 from SGS regarding the Environment, issued on 11 October 2004 and valid until 11 October 2016.
4. Oeko-Tex (Safety Product Standard) Certificate from TESTEX Zurich, Test No.JKWO 047767, issued on 13 April 2010 and valid until 31 March 2016.

**Sertifikat dan Penghargaan**  
**Certificate and Award**



## Dewan Direksi dan Dewan Komisaris

Pengelolaan Perseroan dilakukan oleh Dewan Direksi dibawah pengawasan Dewan Komisaris. Hak dan Kewajiban Dewan Komisaris dan Dewan Direksi diatur dalam Anggaran Dasar Perseroan. Dewan Komisaris dan Dewan Direksi diangkat dan diberhentikan oleh Rapat Umum Pemegang Saham.

Dalam hasil Rapat Umum Pemegang Saham Tahunan PT Centex Tbk tanggal 27 Juni 2014, yang risalah rapatnya diaktakan dengan akta notaris publik Haji Syarif Siangan Tanudjaja, SH tanggal 30 Juni 2014 No.79, susunan pengurus dan pengawas Perseroan adalah sebagai berikut:

### Susunan Dewan Komisaris | Composition of the Board of Commissioners

Presiden Komisaris / President Commissioner	Tn./Mr. Suhardi Budiman
Komisaris Independen/Independent Commissioner	Tn./Mr. Katsutoshi Ina
Komisaris / Commissioner	Tn./Mr. Kazuyoshi Tsuji

### Susunan Dewan Direksi | Composition of the Board of Directors

Presiden Direktur / President Director	Tn./Mr. Komei Kobayashi
Wakil Presiden Direktur / Vice President Director	Tn./Mr. Muljadi Budiman
Direktur Keuangan / Finance Director	Tn./Mr. Kentaro Yoshikawa
Direktur Pemasaran / Marketing Director	Tn./Mr. Kazutaka Hosaka
Direktur Produksi / Production Director	Tn./Mr. Masaru Kimura
Direktur Komersial (Independen) / Commercial Director (Independent)	Tn./Mr. Kenichi Kuroda

## Board of Directors and Boards of Commissioners

The Company is managed by the Board of Directors under the supervision of the Board of Commissioners. The rights and obligations of the Board of Commissioners and the Board of Directors are provided in the Articles of Association of the Company. The Board of Commissioners and the Board of Directors are appointed and discharged by the General Meeting of Shareholders.

In accordance with the result of the Annual General Meeting of Shareholders of PT Centex Tbk on 27 June 2014, minutes notarized by notary public Haji Syarif Siangan Tanudjaja, SH dated 30 June 2014 No.79, the composition of the management and the supervisory board of the Company is as follows:

### Profil Dewan Komisaris dan Dewan Direksi

#### Dewan Komisaris

1. Nama: Suhardi Budiman  
Jabatan: Presiden Komisaris  
Tempat & Tanggal Lahir: Jakarta, 4 Juni 1958  
Alamat: Jakarta  
Pendidikan Formal: Diploma Akuntansi di Australia

#### Pengalaman Kerja:

- Sejak tahun 1978 – sekarang, PT Warga Djaja Trading Co.
- Sejak tahun 1990 – sekarang, Presiden Direktur PT Parisindo Pratama
- Sejak 24 September 2005, diangkat menjadi Presiden Komisaris PT Centex Tbk.

### Profile of the Board of Commissioners and Board of Directors

#### Board of Commissioners

1. Name: Suhardi Budiman  
Title: President Commissioner  
Place & Date of Birth: Jakarta, 4 June 1958  
Residence: Jakarta  
Formal Education: Diploma Accounting in Australia

#### Job Experience:

- Since 1978 – until present, PT Warga Djaja Trading Co.
- Since 1990 – until present, President Director of PT Parisindo Pratama.
- Since 24 September 2005, appointed as President Commissioner of PT Centex Tbk.

Bapak Suhardi Budiman diusulkan menjadi Presiden Komisaris Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 7 September 2005
- Kanematsu Corporation, Jepang, tanggal 23 September 2005
- Tokai Senko, KK, Jepang, tanggal 7 September 2005
- Kurabo Industries, Ltd, Jepang, tanggal 8 September 2005
- PT. Budiman Kencana Lestari tanggal 5 September 2005

Diangkat kembali menjadi Presiden Komisaris Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 17 Juni 2011.

2. Nama: Katsutoshi Ina

Jabatan: Komisaris Independen

Tempat & Tanggal Lahir: Osaka, Jepang,  
25 Desember 1943

Alamat: Jakarta

Pendidikan Formal: Lulus dari Perguruan Tinggi Sumitomo tahun 1969

Pengalaman Kerja:

- Sejak tahun 1969 - 1994, bekerja pada Sumitomo Metal Meaning Co. Ltd.
- Sejak tahun 1995 mendirikan PT Sico Techno.
- Sejak 17 Juni 2011, diangkat menjadi Komisaris Independen PT Centex Tbk.

Bapak Katsutoshi Ina diusulkan menjadi Komisaris Independen Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 26 Mei 2011
- Kanematsu Corporation, Jepang, tanggal 27 Mei 2011
- Tokai Senko, KK, Jepang, tanggal 19 Mei 2011
- Kurabo Industries, Ltd, Jepang, tanggal 24 Mei 2011
- PT. Budiman Kencana Lestari tanggal 25 Mei 2011

Diangkat menjadi Komisaris Independen Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 17 Juni 2011.

3. Nama: Kazuyoshi Tsuji

Jabatan: Komisaris

Tempat & Tanggal Lahir: Osaka, Jepang  
24 September 1956

Alamat: Jakarta

Pendidikan Formal: Lulus dari Universitas Osaka, Jepang, Maret 1981

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak Tahun 1981 sampai sekarang.
- Bekerja pada Toray Trading Indonesia sejak May 2003 – June 2012.
- Sejak 22 Juni 2012, diangkat menjadi Komisaris PT. Centex Tbk.

Mr. Suhardi Budiman to propose as President Commissioner of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 7 September 2005
- Kanematsu Corporation, Japan, dated 23 September 2005
- Tokai Senko, KK, Japan, dated 7 September 2005
- Kurabo Industries, Ltd, Japan, dated 8 September 2005
- PT. Budiman Kencana Lestari dated 5 September 2005

To re-appoint as President Commissioner of the Company, according to the decision of the Shareholder meeting dated 17 June 2011.

2. Name: Katsutoshi Ina

Title: Independent Commissioner

Place & Date of Birth: Osaka, Japan,  
25 December 1943

Residence: Jakarta

Formal Education: Graduated of Sumitomo College 1969

Job Experience:

- Since 1969 - 1994, employed by Sumitomo Metal Meaning Co. Ltd.
- Since 1995, founded PT Sico Techno.
- Since 17 June 2011, appointed as Independent Commissioner of PT Centex Tbk.

Mr. Katsutoshi Ina to propose as Independent Commissioner of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 26 May 2011
- Kanematsu Corporation, Japan, dated 27 May 2011
- Tokai Senko, KK, Japan, dated 19 May 2011
- Kurabo Industries, Ltd, Japan, dated 24 May 2011
- PT. Budiman Kencana Lestari dated 25 May 2011

To appoint as Independent Commissioner of the Company, according to the decision of the Shareholder meeting dated 17 June 2011.

3. Name: Kazuyoshi Tsuji

Title: Commissioner

Place & Date of Birth: Osaka, Japan  
24 September 1956

Residence: Jakarta

Formal Education: Graduated of Osaka University, Japan, March 1981

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1981 until at present.
- Employed by Toray Trading Indonesia since May 2003 – June 2012.
- Since 22 June 2012, appointed as Commissioner PT. Centex Tbk.



Bapak Kazuyoshi Tsuji diusulkan menjadi Komisaris Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 5 Juni 2012
- Kanematsu Corporation, Jepang, tanggal 6 Juni 2012
- Tokai Senko, KK, Jepang, tanggal 4 Juni 2012
- Kurabo Industries, Ltd, Jepang, tanggal 4 Juni 2012
- PT. Budiman Kencana Lestari tanggal 29 Mei 2012

Diangkat menjadi Komisaris Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 22 Juni 2012.

#### Dewan Direksi

1. Nama: Komei Kobayashi

Jabatan: Presiden Direktur

Tempat & Tanggal Lahir: Hyogo, Jepang

28 Oktober 1960

Alamat: Jakarta

Pendidikan Formal: Lulus dari Universitas Kobe, Jepang, Maret 1984

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak April 1984 sampai sekarang.
- Bekerja pada PT Century Textile Industry Tbk (PT. Centex Tbk) sejak Juli 2011 – Agustus 2011 sebagai Manajer Pemasaran.
- Sejak 23 Agustus 2011, diangkat menjadi Presiden Direktur PT Centex Tbk.

Bapak Komei Kobayashi diusulkan menjadi Presiden Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 25 Juli 2011
- Kanematsu Corporation, Jepang, tanggal 20 Juli 2011
- Tokai Senko, KK, Jepang, tanggal 19 Juli 2011
- Kurabo Industries, Ltd, Jepang, tanggal 20 Juli 2011
- PT. Budiman Kencana Lestari tanggal 21 Juli 2011

Diangkat menjadi Presiden Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham Luar Biasa tanggal 23 Agustus 2011.

2. Nama: Muljadi Budiman

Jabatan: Wakil Presiden Direktur

Tempat & Tanggal Lahir: Jakarta, 14 Agustus 1950

Alamat: Jakarta

Pendidikan Formal: Lulus dari Sekolah Menengah Ekonomi Atas, tahun 1968

Pengalaman Kerja:

- Sejak tahun 1978, Wakil Presiden Direktur PT Warga Djaja Trading Co.
- Sejak 1978 – 2005, Komisaris PT Centex Tbk.
- Sejak 1987, Presiden Direktur PT Mulia Colliman International.
- Sejak 24 September 2005, Wakil Presiden Direktur PT Centex Tbk.

Mr. Kazuyoshi Tsuji to propose as Commissioner of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 5 June 2012
- Kanematsu Corporation, Japan, dated 6 June 2012
- Tokai Senko, KK, Japan, dated 4 June 2012
- Kurabo Industries, Ltd, Japan, dated 4 June 2012
- PT. Budiman Kencana Lestari dated 29 May 2012

To appoint as Commissioner of the Company, according to the decision the Shareholder meeting dated 22 June 2012.

#### Board of Directors

1. Name: Komei Kobayashi

Title: President Director

Place & Date of Birth: Hyogo, Japan

28 October 1960

Residence: Jakarta

Formal Education: Graduated of Kobe University, Japan, March 1984

Job Experience:

- Employed by Toray Industries, Inc., Japan since April 1984 until at present.
- Employed by PT Century Textile Industry Tbk (PT. Centex Tbk) since July 2011 - August 2011 as Marketing Manager.
- Since 23 August 2011, appointed as President Director of PT Centex Tbk.

Mr. Komei Kobayashi to propose as President Director of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 25 July 2011
- Kanematsu Corporation, Japan, dated 20 July 2011
- Tokai Senko, KK, Japan, dated 19 July 2011
- Kurabo Industries, Ltd, Japan, dated 20 July 2011
- PT. Budiman Kencana Lestari dated 21 July 2011

To appoint as President Director of the Company, according to the decision of the Extra Ordinary Shareholder meeting dated 23 August 2011.

2. Name: Muljadi Budiman

Title: Vice President Director

Place & Date of Birth: Jakarta, 14 August 1950

Residence: Jakarta

Formal Education: Graduated of Economic Senior High School, 1968

Job Experience:

- Since 1978, Vice President Director of PT Warga Djaja Trading Co.
- Since 1978 – 2005, Commissioner of PT Centex Tbk.
- Since 1987, President Director of PT Mulia Colliman International.
- Since 24 September 2005, Vice President Director of PT Centex Tbk.

Bapak Muljadi Budiman diusulkan menjadi Wakil Presiden Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 7 September 2005
- Kanematsu Corporation, Jepang, tanggal 23 September 2005
- Tokai Senko, KK, Jepang, tanggal 7 September 2005
- Kurabo Industries, Ltd, Jepang, tanggal 8 September 2005
- PT. Budiman Kencana Lestari tanggal 5 September 2005

Diangkat kembali menjadi Direksi Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 17 Juni 2011.

3. Nama: Kentaro Yoshikawa

Jabatan: Direktur Keuangan

Tempat & Tanggal Lahir: Akita, Jepang, 1 Mei 1974

Alamat: Jakarta

Pendidikan Formal: Lulus dari Universitas

Hitotsubashi Jepang, Maret 1998

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak 1998 sampai sekarang.
- Bekerja pada PT Centex Tbk sejak Juli 2013 – Juni 2014 sebagai Manager Pabrik.
- Sejak 27 Juni 2014, diangkat sebagai Direktur Keuangan PT Centex Tbk.

Bapak Kentaro Yoshikawa diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 4 Juni 2014
- Kanematsu Corporation, Jepang, tanggal 5 Juni 2014
- Tokai Senko, KK, Jepang, tanggal 3 Juni 2014
- Kurabo Industries, Ltd, Jepang, tanggal 5 Juni 2014
- PT. Budiman Kencana Lestari tanggal 5 Juni 2014

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 27 Juni 2014.

4. Nama: Kazutaka Hosaka

Jabatan: Direktur Pemasaran

Tempat & Tanggal Lahir: Aichi, Jepang,  
29 June 1967

Alamat: Jakarta

Pendidikan Formal: Lulus dari Universitas Nanzan, Jepang,  
21 Maret 1990

Pengalaman Kerja:

- Bekerja pada Kanematsu Corporation, Jepang, sejak 1990 – 1999.
- Bekerja pada Kanematsu Trading Indonesia dari tahun 1999 - 2004
- Bekerja pada Kanematsu Coproration dari Tahun 2004 – 2011.
- Bekerja pada Kanematsu Trading Indonesia dari tahun 2011 – sampai sekarang sebagai Wakil Presiden Direktur.
- Sejak 28 Juni 2013, diangkat menjadi Direktur Pemasaran PT Centex Tbk.

Mr. Muljadi Budiman to propose as Vice President Director of the Company, according proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 7 September 2005
- Kanematsu Corporation, Japan, dated 23 September 2005
- Tokai Senko, KK, Japan, dated 7 September 2005
- Kurabo Industries, Ltd, Japan, dated 8 September 2005
- PT. Budiman Kencana Lestari dated 5 September 2005

To re-appoint Director of the Company, according to the decision of the Shareholder meeting dated 17 June 2011.

3. Name: Kentaro Yoshikawa

Title: Finance Director

Place & Date of Birth: Akita, Japan, 1 May 1974

Residence: Jakarta

Formal Education: Graduated of Hitotsubashi University  
Japan, March 1998

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1998 until at present.
- Employed by PT Centex Tbk since Juli 2013 – June 2014 as Factory Manager.
- Since 27 June 2014, appointed as Finance Director of PT Centex Tbk.

Mr. Kentaro Yoshikawa to propose as Director of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 4 June 2014
- Kanematsu Corporation, Japan, dated 5 June 2014
- Tokai Senko, KK, Japan, dated 3 June 2014
- Kurabo Industries, Ltd, Japan, dated 5 June 2014
- PT. Budiman Kencana Lestari dated 5 June 2014

To appoint as Director of the Company, according to the decision of the Shareholder meeting dated 27 June 2014.

4. Name: Kazutaka Hosaka

Title: Marketing Director

Place & Date of Birth: Aichi, Japan,  
29 June 1967

Residence: Jakarta

Formal Education: Graduated Nanzan University, Japan, 21  
March 1990

Job Experience:

- Employed by Kanematsu Corporation, Japan since 1990 – 1999.
- Employed Kanematsu Trading Indonesia since 1999 – 2004.
- Employed by Kanematsu Corporation since 2004 – 2011.
- Employed by Kanematsu Trading Indonesia since 2011 – at present as Vice President Director.
- Since 28 June 2013, appointed as Marketing Director of PT Centex Tbk.

Bapak Kazutaka Hosaka diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 3 Juni 2013
- Kanematsu Corporation, Jepang, tanggal 3 Juni 2013
- Tokai Senko, KK, Jepang, tanggal 3 Juni 2013
- Kurabo Industries, Ltd, Jepang, tanggal 4 Juni 2013
- PT. Budiman Kencana Lestari tanggal 3 Juni 2013

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 28 Juni 2013.

5. Nama: Masaru Kimura

Jabatan: Direktur Produksi

Tempat & Tanggal Lahir: Shiga, Jepang,  
26 Desember 1962

Alamat: Jakarta

Pendidikan Formal: Lulus dari Universitas Nara, Jepang, Maret 1983

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak 1983 sampai sekarang.
- Bekerja pada PT. Centex Tbk sejak September 2008 sebagai Quality Control Tech. Unit Weaving.
- Sejak 26 Juni 2009, diangkat menjadi Direktur Produksi PT Centex Tbk.

Bapak Masaru Kimura diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 4 Juni 2009
- Kanematsu Corporation, Jepang, tanggal 10 Juni 2009
- Tokai Senko, KK, Jepang, tanggal 5 Juni 2009
- Kurabo Industries, Ltd, Jepang, tanggal 9 Juni 2009
- PT. Budiman Kencana Lestari tanggal 5 Juni 2009

Diangkat menjadi Direksi Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 26 Juni 2009.

6. Nama: Kenichi Kuroda

Jabatan: Direktur Komersial (Independen)

Tempat & Tanggal Lahir: Ehime, Jepang,  
14 Agustus 1936

Alamat: Jakarta

Pendidikan Formal: Lulus dari Sekolah Lanjutan Atas Perdagangan, Matsuyama, Jepang Maret 1955

Pengalaman Kerja:

- Bekerja pada PT. Istem Jakarta, April 1980.
- Bekerja pada PT. ITS Jakarta Oktober 1988.
- Bekerja pada PT. Jabato International, Jakarta April 1995 sebagai Presiden Direktur
- September 2000 diangkat menjadi Komisaris PT. Jabato International.
- Sejak 27 Juni 2014, diangkat menjadi Direktur Independen PT Centex Tbk

Mr. Kazutaka Hosaka to propose as Director of the Company according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 3 June 2013
- Kanematsu Corporation, Japan, dated 3 June 2013
- Tokai Senko, KK, Japan, dated 3 June 2013
- Kurabo Industries, Ltd, Japan, dated 4 June 2013
- PT. Budiman Kencana Lestari dated 3 June 2013

To appoint as Director of the Company, according to the decision of the Shareholder meeting dated 28 June 2013.

5. Name: Masaru Kimura

Title: Production Director

Place & Date of Birth: Shiga, Japan,  
26 December 1962

Residence: Jakarta

Formal Education: Graduated of Nara University, Japan, March 1983

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1983 until at present.
- Employed by PT Centex Tbk since September 2008 as Quality Control Tech. Unit Weaving.
- Since 26 Juni 2009, appointed as Production Director of PT Centex Tbk.

Mr. Masaru Kimura to propose as Director, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 4 June 2009
- Kanematsu Corporation, Japan, dated 10 June 2009
- Tokai Senko, KK, Japan, dated 5 June 2009
- Kurabo Industries, Ltd, Japan, dated 9 June 2009
- PT. Budiman Kencana Lestari dated 9 June 2009

To appoint as Director of the Company, according to the decision of the Shareholder meeting dated 26 June 2009.

6. Name: Kenichi Kuroda

Title: Commercial Director (Independent)

Place & Date of Birth: Ehime, Japan,  
14 August 1936

Residence: Jakarta

Formal Education: Graduated of Matsuyama Commercial High School, Japan, March 1955

Job Experience:

- Employed by PT. Istem, Jakarta, April 1980.
- Employed by PT. ITS, Jakarta Oktober 1988.
- Employed PT. Jabato International, Jakarta April 1995 as President Director
- September 2000 appointed as Commissioner PT. Jabato International.
- Since 27 June 2014, appointed as Independent Director of PT Centex Tbk.



Bapak Kenichi Kuroda diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 4 Juni 2014
- Kanematsu Corporation, Jepang, tanggal 5 Juni 2014
- Tokai Senko, KK, Jepang, tanggal 3 Juni 2014
- Kurabo Industries, Ltd, Jepang, tanggal 5 Juni 2014
- PT. Budiman Kencana Lestari tanggal 5 Juni 2014

Diangkat menjadi Direktur Independen Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 27 Juni 2014.

## Komposisi kepemilikan Saham

Jumlah saham yang diterbitkan dan tercatat di Bursa Efek Indonesia sejumlah 10.000.000 saham.

Pemegang saham, jumlah saham & persentase kepemilikan periode 31 Desember 2014.

Mr. Kenichi Kuroda to propose as Director of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 4 June 2014
- Kanematsu Corporation, Japan, dated 5 June 2014
- Tokai Senko, KK, Japan, dated 3 June 2014
- Kurabo Industries, Ltd, Japan, dated 5 June 2014
- PT. Budiman Kencana Lestari dated 5 June 2014

To appoint as Independent Director of the Company, according to the decision of the Shareholder meeting dated 27 June 2014.

## Composition of Shareholders

Total number of shares issued and listed at Indonesia Stock Exchange is 10,000,000 shares.

Shareholders, number of shares & percentage of ownership as of period 31 December 2014.

**Tabel kepemilikan Saham PT Centex Tbk, periode 31 Desember 2014**  
**List of Shareholders of PT Centex Tbk, period 31 December 2014**

Pemegang Saham/Shareholders	Seri A/Series A	Seri B/Series B	%
- Toray Industries, Inc., Jepang / Japan	200.000	2.792.990	30%
- Kanematsu Corporation, Jepang / Japan	-	2.296.250	23%
- Tokai Senko K.K., Jepang / Japan	-	326.000	3%
- Kurabo Industries Ltd., Jepang / Japan	-	84.760	1%
- PT Budiman Kencana Lestari	165.500	1.000.000	12%
- PT Prospect Motor	1.197.050	-	12%
- PT Easterntex	1.014.900	-	10%
- Pemegang Saham publik lainnya / Other public shareholders	922.550	-	9%
<b>Total</b>	<b>3.500.000</b>	<b>6.500.000</b>	<b>100%</b>

Pemegang saham diatas 5% periode 31 Desember 2014 adalah sebagai berikut:

- Toray Industries, Inc. 2.992.990 saham = 30%
- Kanematsu Corporation 2.296.250 saham = 23%
- PT. Budiman Kencana Lestari 1.165.500 saham = 12%
- PT. Prospect Motor 1.197.050 saham = 12%
- PT. Easterntex 1.014.900 saham = 10%

Pada Periode 31 Desember 2014, terdapat kepemilikan saham oleh Direktur Independen Perseroan atas nama "Bapak Kencih Kuroda" sebesar 600 saham.

Dan tidak ada kepemilikan saham oleh Dewan Komisaris Perseroan.

Pemegang saham dibawah 5% periode 31 Desember 2014 berjumlah 372 pemegang saham dengan jumlah saham sebesar 1.333.310 saham.

The Shareholders up to 5% period 31 December 2014 as follows:

- Toray Industries, Inc. 2.992.990 shares = 30%
- Kanematsu Corporation 2.296.250 shares = 23%
- PT. Budiman Kencana Lestari 1.165.500 shares = 12%
- PT. Prospect Motor 1.197.050 shares = 12%
- PT. Easterntex 1.014.900 shares = 10%

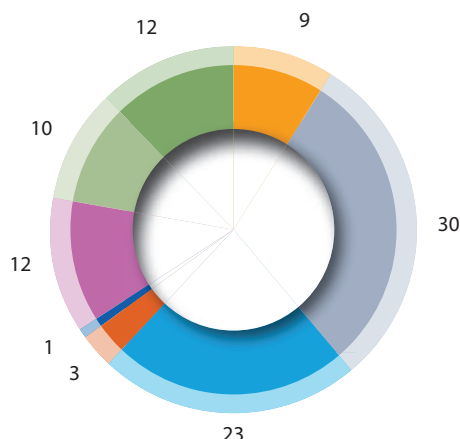
In the period of 31 December 2014, "Mr. Kenichi Kuroda" as Independent Director have 600 shares in the Company.

And the members of the Board of Commissioners have not share in the Company.

The Shareholders below 5% period 31 December 2014, total 372 shareholders with the number of share 1,333,310 share.

### Informasi Pemegang Saham Utama dan Masyarakat dalam bentuk diagram

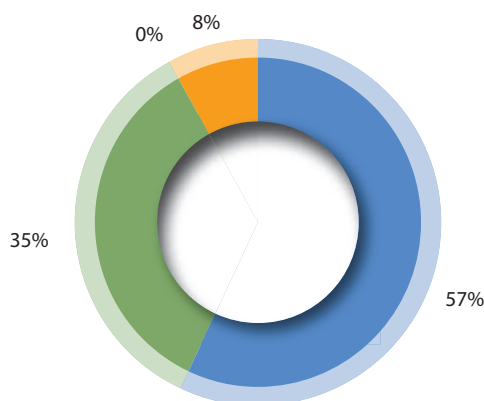
#### Main Shareholders and Public Information in the diagram



<span style="color: #4F81BD;">●</span>	Toray Industries, Inc   main shareholder
<span style="color: #00A0E3;">●</span>	Kanematsu Corporation   main shareholder
<span style="color: #E67E22;">●</span>	Tokai Senko, KK   main shareholder
<span style="color: #0056B3;">●</span>	Kurao Industries, Ltd   main shareholder
<span style="color: #C0392B;">●</span>	PT Budiman Kencana Lestari   main shareholder
<span style="color: #8BC34A;">●</span>	PT Easterntex   public shareholder
<span style="color: #66BB6A;">●</span>	PT Prospect Motor   public shareholder
<span style="color: #FF9800;">●</span>	Masyarakat lain   other public shareholder

### Informasi Kepemilikan Saham Perorangan dan Institusi dalam bentuk diagram

#### Individual Shareholders and Institution Ownership Information in the diagram



<span style="color: #4F81BD;">●</span>	Institusi Asing   Foreign Institution
<span style="color: #66BB6A;">●</span>	Institusi Lokal   Local Institution
<span style="color: #9E9E9E;">●</span>	Perorangan Asing   Foreign Individual
<span style="color: #FF9800;">●</span>	Perorangan Lokal   Local Individual

### Kronologi Pencatatan Saham

Penawaran Saham Perdana tanggal 4 Mei 1979 melalui pasar modal sejumlah 116.000 saham dengan nilai nominal Rp 5.000 per saham.

Penawaran Saham Kedua tanggal 24 September 1983 melalui pasar modal sejumlah 584.000 saham dengan nilai nominal Rp 5.000 per saham

Dengan surat PT Bursa Efek Surabaya No.05/D-02/BES/VIII/1989 tanggal 8 Agustus 1989 dan surat PT Bursa Efek Jakarta No.S-273/BEJ/VI/1992 tanggal 26 Juni 1992, 700.000 saham Perseroan telah dicatatkan di Bursa Efek Surabaya dan Jakarta.

Tahun 1993 telah dilakukan pemecahan nilai nominal saham ("stock split") dari Rp 5.000 per saham menjadi Rp 1.000 per saham, sehingga jumlah saham yang beredar bertambah dari 700.000 saham menjadi 3.500.000 saham seri A, dan telah dicatatkan di Bursa Efek Jakarta dan Surabaya.

### Chronology of Share Listing

Initial Public Offering on 4 May 1979 through the capital market, 116,000 shares with a par value of Rp 5,000 per share.

Second Public Offering on 24 September 1983, through the capital market 584,000 shares with a par value of Rp 5,000 per share.

By letter of PT Bursa Efek Surabaya No.05/D-02/BES/VIII/1989 dated 8 August 1989 and letter of PT Bursa Efek Jakarta No.S-273/BEJ/VI/1992 dated 26 June 1992, 700,000 shares of the Company have been listed at the Surabaya and Jakarta Stock Exchanges.

In 1993 the par value of the shares was split ("stock split") from Rp 5,000 to Rp 1,000 per share; consequently, the number of outstanding shares increased from 700,000 to 3,500,000 series A shares, and have been listed at the Jakarta and Surabaya Stock Exchanges.

Berdasarkan surat PT Bursa Efek Jakarta No.S-3312/BEJ.EEM/11-2000 tanggal 9 Nopember 2000 dan surat PT Bursa Efek Surabaya No.JKT-019/MKT-LIST/BES/I/2001 tanggal 29 Januari 2001, Perseroan telah mencatatkan saham seri B sebanyak 6.500.000 saham di Bursa Efek Jakarta dan Surabaya. Pencatatan tersebut dilakukan masing-masing pada tanggal 22 Desember 2000 dan 5 Pebruari 2001.

Dengan demikian, seluruh saham yang beredar sebanyak 10.000.000 saham dan telah dicatitkan seluruhnya di Bursa Efek Jakarta dan Surabaya.

Sehubungan dengan penggabungan PT Bursa Efek Surabaya ("BES") ke dalam PT Bursa Efek Jakarta ("BEJ"), dan selanjutnya BEJ berubah nama menjadi PT Bursa Efek Indonesia ("BEI") sejak tanggal 30 Nopember 2007, maka saham Perseroan yang beredar telah dicatitkan seluruhnya di BEI.

### Lembaga dan Profesi Penunjang Pasar Modal

#### **PENASEHAT HUKUM**

Kartini Muljadi SH & Rekan  
Jl. Gunawarman No.18, Kebayoran Baru  
Jakarta Selatan

#### **NOTARIS**

Haji Syarif Siangan Tanudjaja, SH  
Gedung Persaudaraan Haji Lt.3  
Jl. Tegalan No.1C  
Jakarta Timur 13140

#### **AKUNTAN PUBLIK**

Siddharta & Widjaja (KPMG)  
Lt. 33 Wisma GKBI  
28, Jl. Jend. Sudirman 10210  
P.O. Box 4781, Jakarta 12700

#### **KUSTODIAN**

PT. Kustodian Sentral Efek Indonesia  
Gedung Bursa Efek Indonesia Tower 1 Lt.5  
Jl. Jenderal Sudirman Kav. 52-52  
Jakarta 12190

Pada periode tahun 2014, jasa yang telah dilakukan oleh Lembaga dan Profesi Penunjang Pasar Modal adalah sebagai berikut:

- Penasehat Hukum dan Notaris yakni, Konsultasi mengenai peraturan pemerintah, Persiapan Rapat Umum Pemegang Saham, Skenario Rapat Umum Pemegang Saham, Risalah Rapat Umum Pemegang Saham, Pernyataan Keputusan Rapat Umum Pemegang Saham dan lainnya.

According to the letter from PT Bursa Efek Jakarta No.S-3312/BEJ.EEM/11-2000 dated 9 November 2000 and letter from PT Bursa Efek Surabaya No.JKT-019/MKT-LIST/BES/I/2001 dated 29 Januari 2001, the Company registered the series B shares of 6,500,000 shares at the Jakarta and Surabaya Stock Exchanges. The listings were performed on 22 Desember 2000 and 5 February 2001, respectively.

Therefore, all of the issued 10,000,000 shares have been listed at the Jakarta and Surabaya Stock Exchanges.

In connection with the merger of PT Bursa Efek Surabaya ("BES") into PT Bursa Efek Jakarta ("BEJ"), BEJ then changed its name to PT Bursa Efek Indonesia ("BEI") since 30 November 2007, therefore all of the Company's issued shares have been listed at the BEI.

### Capital Market Support Institutions And Professions

#### **LEGAL CONSULTANT**

Kartini Muljadi SH & Rekan  
Jl. Gunawarman No.18, Kebayoran Baru  
Jakarta Selatan

#### **NOTARY**

Haji Syarif Siangan Tanudjaja, SH.  
Persaudaraan Haji Building 3<sup>rd</sup> Floor  
Jl. Tegalan No.1C  
Jakarta Timur 13140

#### **PUBLIC ACCOUNTANT**

Siddharta & Widjaja (KPMG)  
33<sup>rd</sup> floor Wisma GKBI  
28, Jl. Jend. Sudirman 10210  
P.O. Box 4781, Jakarta 12700

#### **CUSTODY**

Indonesian Central Securities Depository  
Indonesia Stock Exchange Building 1st Tower 5th Floor.  
Jl. Jenderal Sudirman Kav. 52-53 Jakarta 12190

In the period 2014, the services performed by the Capital Market Support Institution And Professions are as follows:

- Legal Consultant and Notary, namely Consultation about government regulations, preparing Shareholder Meeting, Scenario of Shareholder Meeting, Deed of Shareholder Meeting, Statement of Shareholder Meeting result, and etc.

- Akuntan Publik, mengaudit laporan posisi keuangan tanggal 31 Desember 2014 serta laporan laba rugi komprehensif, laporan perubahan ekuitas dan laporan arus kas untuk tahun yang berakhir pada tanggal tersebut, dan suatu ikhtisar kebijakan akuntansi signifikan dari informasi penjelasan lainnya.
- Kustodian memberikan jasa penyimpanan saham dalam bentuk scrip atau tanpa warkat

Fee yang diterima oleh Penasehat Hukum dan Notaris sebesar Rp.5.321.276,- (Lima juta tiga ratus dua puluh satu ribu dua ratus tujuh puluh enam rupiah).

Fee yang diterima oleh Akuntan Publik sebesar US\$53,000,- (Lima puluh tiga ribu US Dollar).

Fee yang diterima oleh Kustodian Sentral Efek Indonesia sebesar Rp.20.000.000,- (Dua puluh juta rupiah).

## Pengembangan Sumber Daya Manusia

Kemajuan dan keberhasilan suatu organisasi atau perusahaan harus ditopang oleh kualitas dari sumber daya manusia yang dimilikinya. Oleh sebab itu pengembangan sumber daya manusia menjadi perhatian utama suatu Perseroan

Sumber daya manusia berperan sebagai asset dan mitra usaha untuk mendukung keberhasilan usaha Perseroan. Untuk menciptakan sumber daya manusia yang berkualitas, Perseroan mengirimkan beberapa karyawan guna mendapatkan pelatihan dan ketrampilan untuk mengantisipasi perkembangan teknik baru dan keterampilan baru dari luar negeri, Jepang

Dalam hal ini, Perseroan melakukan program-program yang sistematis dan terencana yang meliputi:

- Pelatihan yang diadakan di dalam lingkungan Perseroan (internal training), merupakan pelatihan yang diselenggarakan didalam lingkungan Perseroan dengan instruktur dari dalam Perseroan maupun dari lembaga pendidikan dari luar Perseroan.
- Pelatihan yang dilakukan di luar lingkungan Perseroan (external training), merupakan pelatihan yang diselenggarakan sesuai dengan tingkat kebutuhan Perseroan. Pelatihan ini dilakukan dengan mengikutsertakan para karyawan dalam seminar-seminar atau pelatihan yang diselenggarakan oleh lembaga-lembaga pendidikan baik di dalam negeri maupun di luar negeri.

Dalam tahun 2014, telah diadakan 66 kali pelatihan di dalam Perusahaan dan diluar Perusahaan.

Adapun jenis pelatihan yang pernah diadakan bagi karyawan Perseroan antara lain: kepemimpinan, keamanan dan kenyamanan kerja, ISO, Perpajakan, Mutu dan produktifitas.

- Public Accountant, Audited the statement of financial position period 31 December 2014, the statement of comprehensive income, statement of changes in equity, and statements of cash flows for the year then ended, and summary of significant accounting policies and other explaining information
- Custodian to service depository of share in scriplest or non warkat.

Fee for Legal Consultant and Notary amounted to Rp.5,321,276,- (five million three hundred twenty one thousand two hundred seventy six rupiah).

Fee for Public Accountant amounted to US\$53,000,- (fifty three thousand US Dollar).

Fee for Indonesian Central Securities Depository amounted to Rp.20,000,000,- (twenty million rupiah).

## Human Resources Development

The growth and the success of an organization or a company should be supported by the quality of its human resources. Accordingly, a Company pays a particular attention on its human resource development program.

Human resources play their role as an asset and partner to support the Company's success. To create the high quality of human resources, the Company regularly send their several employees to have training and gains skills to enable the anticipating new development technique from other country, Japan.

In this regard, the Company applies sisystematic and planned programs, comprising of:

- Internal training, in which a training that is conducted in house with instructors from inside the Company or from training providers outside the Company.
- External Training, in which a training that is conducted outside the Company and as required by the Company. The training requires the employees to take part in seminars or training courses that are held in Indonesia as well as overseas.

In 2014, the Company conducted 66 training programs at the Internal and external the Company.

The training programs that the Company has conducted including: leadership, job safety and comfort, ISO, Taxation, Quality and productivity.

Berdasarkan data per 31 Desember 2014, Perseroan mempekerjakan tenaga kerja baik di Kantor Pusat dan Pabrik sejumlah 459 karyawan tetap.

Based on data as of 31 December 2014, the Company has 459 employees at the Head Office and Factory.

#### Tingkatan Pendidikan Karyawan / Education Levels of Employee

Tingkatan Pendidikan   Education Levels	2014
S1   Bachelor	27
D3   Diploma	30
SMU   High School	356
SLTP   Junior High School	44
SD   Elementary	2
Total	459

Perseroan memelihara hubungan antar manajemen dan karyawan sehingga karyawan dapat bekerja sejalan dengan gerak langkah Perseroan.

The Company maintains good relationship between management and employees so the employees can work according to the Company's plan.

Perseroan juga memberikan perhatian dan pembinaan kesejahteraan dan hak-hak karyawan diberikan berdasarkan ketentuan pemerintah dengan perpedoman pada kemampuan dan kondisi Perseroan.

The Company also develops the employees and their remunerations in line with the government policy by still considering with the Company's condition.

Manajemen Perseroan memperhatikan peningkatan kemampuan teknis, manajerial, serta kesejahteraan karyawan.

The Company's management pays attention in improving the employees technical and managerial skills, and their welfare

Fasilitas untuk mendukung kesejahteraan karyawan adalah sebagai berikut:

The facilities provided to support the employees' welfare are as follows:

- Tunjangan Hari Raya (THR)
- Bonus kepada pekerja setiap tahun
- Jaminan Sosial Tenaga Kerja (Jamsostek)
- Tunjangan Pensiun
- Sarana Ibadah
- Fasilitas Pemeriksaan Kesehatan Pekerja
- Koperasi Karyawan

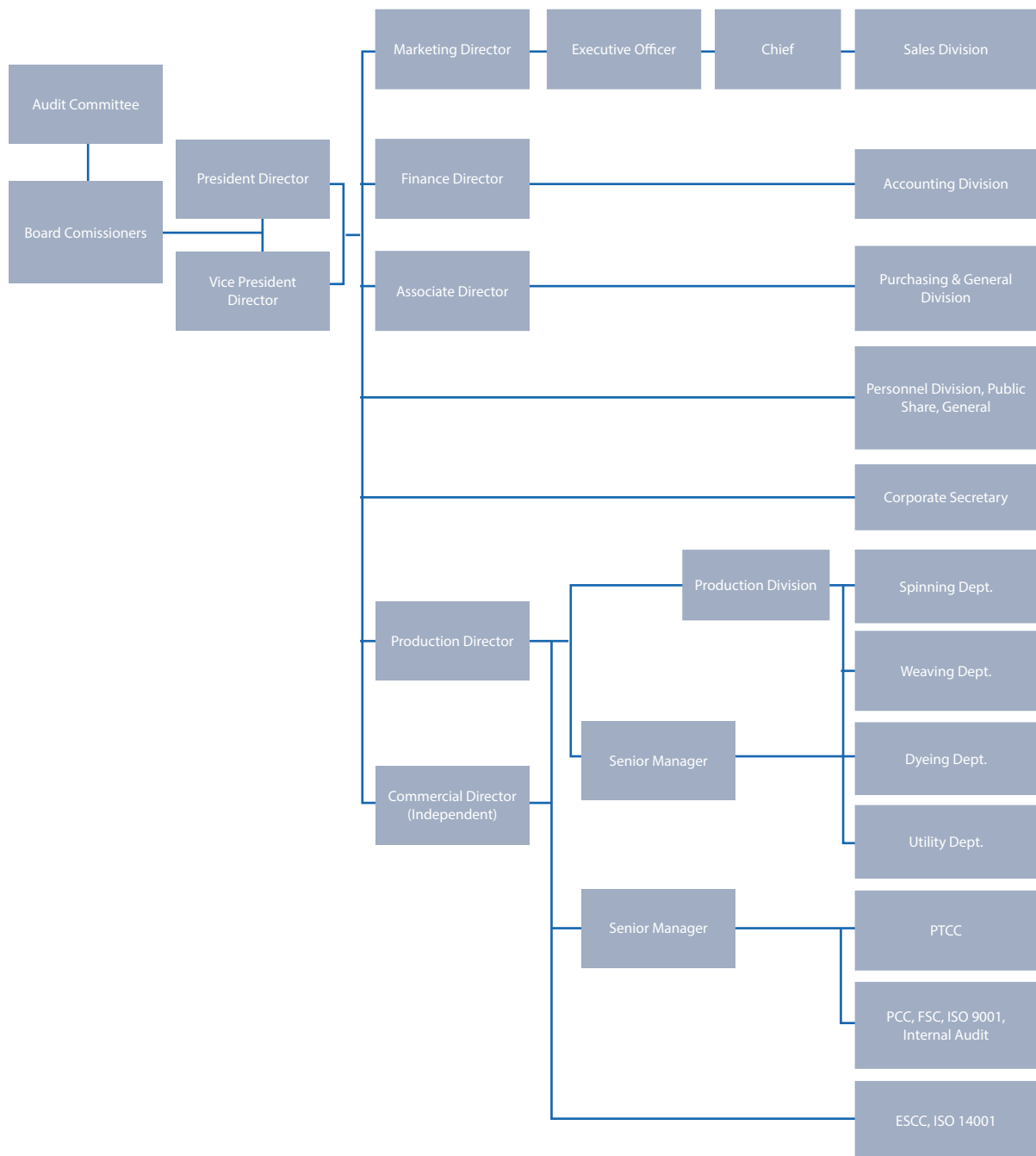
- THR Bonus
- Bonus to employees every year
- Employee's Social Welfare Program (Jamsostek)
- Retirement Benefit
- Places of Worship
- Employee Medical Check-up
- Economic Enterprise of Employees

Setiap karyawan menerima copy Perjanjian Kerja Bersama (PKB) dimana didalamnya berisi antara lain hak dan kewajiban karyawan.

The employee receives a copy of the Collective Labor Agreement that contains, among others, the employee's rights and obligations.



Struktur Organisasi Perusahaan | Organization Structure Of The Company



Remarks

- PTCC : Production Technical Control Center
- PCC : Production Control Center
- ESCC : Environment Safety Control Center
- FSC : Factory System Center
- ISO : International Standardization for Organization