

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 di Jl. Raya Bogor Km27, Ciracas, Jakarta Timur 13740.

Telepon : (021) 8710724, 8720735, 8710301, 87711907

Fax : (021) 8711401, 87721653

Email : atsan_miyana@ina.toray.co.id
achmad_zalafik@ina.toray.co.id
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 office is located at Jl. Raya Bogor Km27, Ciracas, Jakarta Timur 13740.

Phone : (021) 8710724,8710725, 8710301, 87711907

Facsimile : (021) 8711401, 87721653

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achmad_zalafik@ina.toray.co.id
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

Email : haposan_simbolon@ina.toray.co.id

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 Perindustrian sebagai perusahaan dengan peringkat Hijau untuk program kriteria penerapan industri hijau dalam pengelolaan lingkungan hidup, dikeluarkan bulan Desember 2016.
2. Sertifikat ISO 9001:2008 No.ID03/00045 dari SGS mengenai kualitas produksi, dikeluarkan tanggal 18 Februari 2003 dan berlaku hingga 18 Februari 2018.
3. Sertifikat ISO 14001:2004 No.ID04/63044 dari SGS mengenai Lingkungan, dikeluarkan tanggal 11 Oktober 2004 dan berlaku hingga 11 Oktober 2018.
4. Sertifikat Oeko-Tex (Standar Produk Aman) dari TESTEX Zurich, Test No.JKWO 047767, dikeluarkan tanggal 1 April 2016 dan berlaku hingga 31 Maret 2018.
5. Penghargaan dari Badan Pusat Statistik dalam rangka memberikan data statistik Industri yang sangat bermanfaat bagi pemerintah untuk bahan perencanaan pembangunan, dikeluarkan pada bulan Januari 2017.

SALES DEPARTMENT

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Email : haposan_simbolon@ina.toray.co.id

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 Industry as a rating green Company, for its criteria program company's performance green with environmental preservation issued on December 2016.
2. ISO 9001:2008 Certificate No.ID03/00045 from SGS regarding the production quality, issued on 18 February 2003 and valid until 18 February 2018.
3. ISO 14001:2004 Certificate No. ID 04/63044 from SGS regarding the Environment, issued on 11 October 2004 and valid until 11 October 2018.
4. Oeko-Tex (Safety Product Standard) Certificate from TESTEX Zurich, Test No.JKWO 047767, issued on 1 April 2016 and valid until 31 March 2018.
5. Awarded by Badan Pusat Statistik in connection to contribution statistic data Industry to government utilize for the source planning build, issued on January 2017.

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 Luar Biasa PT Centex Tbk tanggal 23 Agustus 2016, yang risalah rapatnya diaktakan dengan akta notaris publik Haji Syarif Siangan Tanudjaja, SH tanggal 23 Agustus 2016 No.11, susunan pengurus dan pengawas Perseroan adalah sebagai berikut:

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 Extraordinary General Meeting of Shareholders of PT Centex Tbk on 23 August 2016, minutes notarized by notary public Haji Syarif Siangan Tanudjaja, SH dated 23 August 2016 No.11, the composition of the management and the supervisory board of the Company is as follows:

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. Hideo Umeki

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
Wakil Presiden Direktur / Vice President Director	Tn./Mr. Ho Soo Boon
Direktur Keuangan / Finance Director	Tn./Mr. Hiroshi Inoue
Direktur Produksi / Production Director	Tn./Mr. Katsuya Okajima
Direktur Pemasaran / Marketing Director	Tn./Mr. Takuji Kozaka
Direktur Komersial (Independen) / Commercial Director (Independent)	Tn./Mr. Kenichi Kuroda

Profil Dewan Komisaris dan Dewan Direksi Profile of the Board of Commissioners and Board of Directors

DEWAN KOMISARIS | BOARD OF COMMISSIONERS



Suhardi Budiman
Presiden Komisaris
President Commissioner

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.

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 26 Juni 2015.

Mr. Suhardi Budiman was proposed 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

Reappointed as President Commissioner of the Company, according to the decision of the Shareholder meeting dated 26 June 2015.



Katsutoshi Ina
Komisaris Independen
Independent
Commissioner

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 kembali menjadi Komisaris Independen Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 26 Juni 2015.

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 was proposed 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

Reappointed as Independent Commissioner of the Company, according to the decision of the Shareholder meeting dated 26 June 2015.



Hideo Umeki
Komisaris
Commissioner

Tempat & Tanggal Lahir: Oita, Jepang
21 Mei 1964

Alamat: Jakarta
Pendidikan Formal: Lulus dari Universitas Kyushu, Jepang, Maret 1989

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak Tahun 1989 sampai sekarang.
- Bekerja pada PT. Istem sejak June 2016 sampai sekarang.
- Sejak 30 Juni 2016, diangkat menjadi Komisaris PT. Centex Tbk.

Bapak Hideo Umeki diusulkan menjadi Komisaris Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 7 Juni 2016
- PT. Budiman Kencana Lestari tanggal 1 Juni 2016

Place & Date of Birth: Oita, Japan
21 May 1964

Residence: Jakarta
Formal Education: Graduated of Kyushu University, Japan, March 1989

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1989 until at present.
- Employed by PT. Istem since June 2016 until at present.
- Since 30 June 2016, appointed as Commissioner PT. Centex Tbk.

Mr. Hideo Umeki was proposed as Commissioner of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 7 June 2016
- PT. Budiman Kencana Lestari dated 1 June 2016

DEWAN DIREKSI | BOARD OF DIRECTORS



Komei Kobayashi
Presiden Direktur
President Director

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 kembali menjadi Presiden Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham Tahunan tanggal 26 Juni 2015.

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 was proposed 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

Appointed as President Director of the Company, according to the decision of the Shareholder meeting dated 26 June 2015.



Muljadi Budiman
Wakil Presiden Direktur
Vice President Director

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.

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 Wakil Presiden Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 26 Juni 2015.

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.

Mr. Muljadi Budiman was proposed 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

Reappointed as Vice President Director of the Company, according to the decision of the Shareholder meeting dated 26 June 2015.



Ho Soo Boon
Wakil Presiden Direktur
Vice President Director

Tempat & Tanggal Lahir: Penang, Malaysia,
7 September 1954

Alamat: Jakarta
Pendidikan Formal: Lulus dari Universitas
Portsmouth, United Kingdom 30 Juni 1998

Pengalaman Kerja:

- Bekerja pada Nan Sing Dyeing works (Malaysia) Sdn Berhad., 1974 sampai sekarang, jabatan terakhir sebagai Deputy Direktur Pelaksana
- Sejak 23 Agustus 2016, diangkat sebagai Wakil Presiden Direktur PT Centex Tbk.

Bapak Ho Soo Boon diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 3 Agustus 2016
- PT. Budiman Kencana Lestari tanggal 3 Agustus 2016

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 23 Agustus 2016.

Place & Date of Birth: Penang, Malaysia,
7 September 1954

Residence: Jakarta
Formal Education: Graduated of Portsmouth University, United Kingdom 30 June 1998

Job Experience:

- Employed by Nan Sing Dyeing Works (Malaysia) Sdn Berhad, 1974 until at present, latest position as Deputy Managing Director
- Since 23 August 2016, appointed as Vice President Director of PT Centex Tbk.

Mr. Ho Soo Boon was proposed as Director of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 3 August 2016
- PT. Budiman Kencana Lestari dated 3 August 2016

Appointed as Director of the Company, according to the decision of the Shareholder meeting dated 23 August 2016.



Hiroshi Inoue
Direktur Keuangan
Finance Director

Tempat & Tanggal Lahir: Ehime, Jepang,
19 Maret 1973

Alamat: Jakarta
Pendidikan Formal: Lulus dari Universitas
Gakuin, Jepang, September 1997

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak 1998 sampai sekarang.
- Bekerja pada PT Centex Tbk sejak Februari 2016 – Juni 2016 sebagai Manager Keuangan.
- Sejak 30 Juni 2016, diangkat sebagai Direktur Keuangan PT Centex Tbk.

Bapak Hiroshi Inoue diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 1 Juni 2016
- PT. Budiman Kencana Lestari tanggal 7 Juni 2016

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 30 Juni 2016.

Place & Date of Birth: Ehime, Japan,
19 March 1973

Residence: Jakarta
Formal Education: Graduated of Gakuin
University Japan, September 1997

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1998 until at present.
- Employed by PT Centex Tbk since February 2016 – June 2016 as Finance Manager.
- Since 30 June 2016, appointed as Finance Director of PT Centex Tbk.

Mr. Hiroshi Inoue was proposed as Director of the Company, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 1 June 2016
- PT. Budiman Kencana Lestari dated 7 June 2016

Appointed as Director of the Company, according to the decision of the Shareholder meeting dated 30 June 2016.



Takuji Kozaka
Direktur Pemasaran
Marketing Director

Tempat & Tanggal Lahir: Aichi, Jepang,
16 Juli 1974

Alamat: Jakarta
Pendidikan Formal: Lulus dari Universitas
Waseda, Jepang, Maret 1998

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak 1998 sampai sekarang.
- Bekerja pada PT. Istem sejak Januari 2010 sebagai Manager Pemasaran
- Bekerja pada PT. Centex Tbk sejak Agustus 2015 sebagai Manager Pemasaran.
- Sejak 30 Juni 2016, diangkat menjadi Direktur Pemasaran PT Centex Tbk.

Bapak Takuji Kozaka diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 1 Juni 2016
- PT. Budiman Kencana Lestari tanggal 7 Juni 2016

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 30 Juni 2016.

Place & Date of Birth: Aichi, Japan,
16 July 1974

Residence: Jakarta
Formal Education: Graduated of Waseda
University, Japan, March 1998

Job Experience:

- Employed by Toray Industries, Inc., Japan since 1998 until at present.
- Employed by PT Istem Tbk since January 2010 as Marketing Manager.
- Employed by PT Centex Tbk since August 2015 as Marketing Manager.
- Since 30 June 2016, appointed as Marketing Director of PT Centex Tbk.

Mr. Takuji Kozaka was proposed as Director, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 1 June 2016
- PT. Budiman Kencana Lestari dated 7 June 2016

Appointed as Director of the Company, according to the decision of the Shareholder meeting dated 30 June 2016.



Katsuya Okajima
Direktur Produksi
Production Director

Tempat & Tanggal Lahir: Kyoto, Jepang,
27 Juli 1971

Alamat: Jakarta
Pendidikan Formal: Lulus dari Universitas
Kyoto, Jepang, Maret 1996

Pengalaman Kerja:

- Bekerja pada Toray Industries, Inc., Jepang sejak April 1996 sampai sekarang.
- Bekerja pada Penfabric Sdn Berhad, Malaysia sejak Juli 2005 – April 2011 sebagai Manager.
- Sejak 30 Juni 2016, diangkat menjadi Direktur Produksi PT Centex Tbk.

Bapak Katsuya Okajima diusulkan menjadi Direktur Perseroan berdasarkan surat usulan dari pemegang saham:

- Toray Industries Inc, Jepang, tanggal 1 Juni 2016
- PT. Budiman Kencana Lestari tanggal 7 Juni 2016

Diangkat menjadi Direktur Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 30 Juni 2016.

Place & Date of Birth: Kyoto, Japan,
27 July 1971

Residence: Jakarta
Formal Education: Graduated of Kyoto University, Japan, March 1996

Job Experience:

- Employed by Toray Industries, Inc., Japan since April 1996 until at present.
- Employed by Penfabris Sdn Berhad, Malaysia since July 2005 – April 2011 as Manager.
- Since 30 June 2016, appointed as Production Director of PT Centex Tbk.

Mr. Katsuya Okajima was proposed as Director, according to proposal letter by shareholders:

- Toray Industries Inc, Japan, dated 1 June 2016
- PT. Budiman Kencana Lestari dated 7 June 2016

Appointed as Director of the Company, according to the decision of the Shareholder meeting dated 30 June 2016.



Kenichi Kuroda
Direktur Komersial
(Independen)
Commercial Director
(Independent)

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.

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 kembali menjadi Direktur Independen Perseroan berdasarkan Keputusan Rapat Umum Pemegang Saham tanggal 26 Juni 2015.

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.

Mr. Kenichi Kuroda was proposed 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

Reappointed as Independent Director of the Company, according to the decision of the Shareholder meeting dated 26 June 2015.

KOMPOSISI KEPEMILIKAN SAHAM

Jumlah saham yang diterbitkan dan tercatat di Bursa Efek Indonesia sejumlah 200.000.000 saham.

Pemegang saham, jumlah saham & persentase kepemilikan periode 31 Maret 2016 dan 31 Maret 2017.

COMPOSITION OF SHAREHOLDERS

Total number of shares issued and listed at Indonesia Stock Exchange is 200,000,000 shares.

Shareholders, number of shares & percentage of ownership as of 31 March 2016 and 31 March 2017.

Tabel kepemilikan Saham PT Centex Tbk, periode 31Maret 2016
List of Shareholders of PT Centex Tbk, period 31 March 2016

Pemegang Saham/Shareholders	Seri A/Series A	Seri B/Series B	%
- Toray Industries, Inc., Jepang / Japan	200.000	5.174.000	54%
- Tokai Senko K.K., Jepang / Japan	-	326.000	3%
- 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%
Total	3.500.000	6.500.000	100%

Tabel kepemilikan Saham PT Centex Tbk, periode 31Maret 2017
List of Shareholders of PT Centex Tbk, period 31 March 2017

Pemegang Saham/Shareholders	Seri A/Series A	Seri B/Series B	%
- Toray Industries, Inc., Jepang / Japan	4.000.000	43.480.000	24%
- Penfabric Sdn Berhad, Malaysia / Malaysia	-	60.000.000	30%
- Tokai Senko K.K., Jepang / Japan	-	6.520.000	3%
- PT Budiman Kencana Lestari	3.310.000	20.000.000	12%
- PT Prospect Motor	23.941.000	-	12%
- PT Easterntex	20.298.000	-	10%
- Pemegang Saham publik lainnya / Other public shareholders	18.451.000	-	9%
Total	70.000.000	130.000.000	100%

Pemegang saham diatas 5% periode 31 Maret 2016 adalah sebagai berikut :

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

The Shareholders up to 5% period 31 March 2016 as follows :

- Toray Industries, Inc. 2,992,990 shares = 30%
- PT. Budiman Kencana Lestari 1,165,500 shares = 12%
- PT. Prospect Motor 1,197,050 shares = 12%
- PT. Easterntex 1,014,900 shares = 10%

Pemegang saham diatas 5% periode 31 Maret 2017 adalah sebagai berikut :

- Toray Industries, Inc. 47.480.000 saham = 24%
- Penfabric Sdn Bhd 60.000.000 saham = 30%
- PT. Budiman Kencana Lestari 23.310.000 saham = 12%
- PT. Prospect Motor 23.941.000 saham = 12%
- PT. Easterntex 20.298.000 saham = 10%

The Shareholders up to 5% period 31 March 2017 as follows :

- Toray Industries, Inc. 47,480,000 shares = 24%
- Penfabric Sdn Bhd 60,000,000 shares = 30%
- PT. Budiman Kencana Lestari 23,310,000 shares = 12%
- PT. Prospect Motor 23,941,000 shares = 12%
- PT. Easterntex 20,298,000 shares = 10%

Pada Periode 31 Maret 2016 dan 31 Maret 2017, terdapat kepemilikan saham oleh Direktur Independen Perseroan atas nama "Bapak Kenichi Kuroda" sebesar 12.000 saham.

In the period of 31 March 2016 dan 31 March 2017, "Mr. Kenichi Kuroda" as Independent Director has 12,000 shares in the Company.

Tidak ada kepemilikan saham oleh Dewan Komisaris Perseroan.

There were no shares owned by the members of the Board of Commissioners.

Pemegang saham dibawah 5% periode 31 Maret 2016 berjumlah 372 pemegang saham dengan jumlah saham sebesar 1.248.550 saham dan pemegang saham dibawah 5% periode 31 Maret 2017 berjumlah 402 pemegang saham dengan jumlah saham sebesar 24.971.000 saham.

The Shareholders below 5% period 31 March 2016, total 372 shareholders with the number of share 1,248,550 share and shareholders below 5% period 31 March 2017, total 402 shareholders with the number of share 24,971,000 share.

**Informasi pemegang saham | Information shareholder
31 Maret 2016 / 31 March 2016**

Keterangan / Description	Jumlah pemegang saham / Total of Shareholders	% (kepemilikan saham / ownership)
Institusi local / Local Institution	25	34,67%
Institusi Asing / Foreign Institution	5	57,05%
Individu lokal / Local Individual	343	8,15%
Individu asing / Foreign Individual	3	0,13%

**Informasi pemegang saham | Information shareholder
31 Maret 2017 / 31 March 2017**

Keterangan / Description	Jumlah pemegang saham / Total of Shareholders	% (kepemilikan saham / ownership)
Institusi local / Local Institution	24	34,66%
Institusi Asing / Foreign Institution	6	57,05%
Individu lokal / Local Individual	374	8,16%
Individu asing / Foreign Individual	3	0,13%

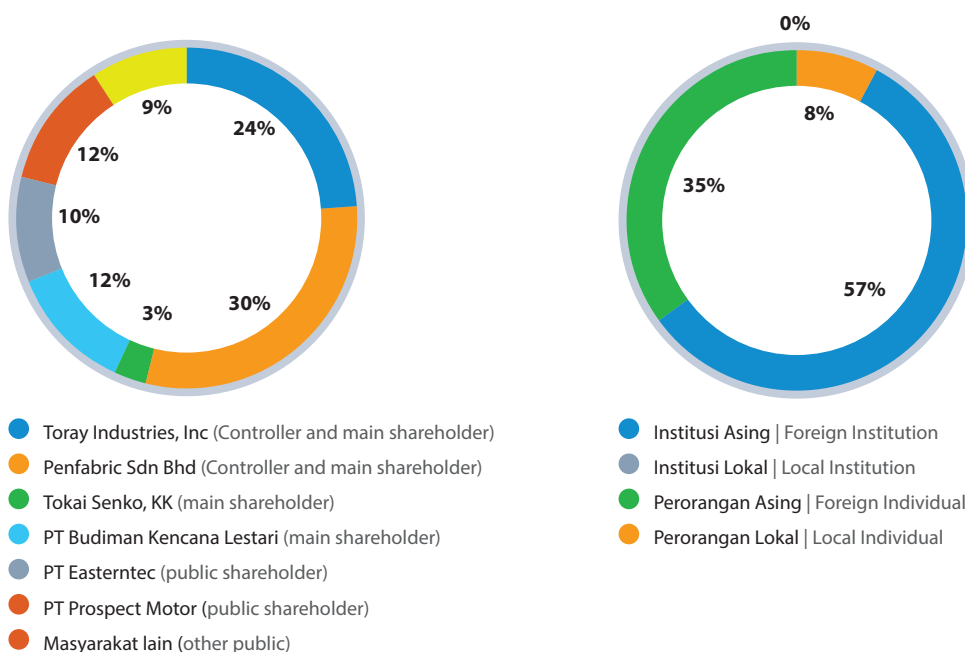
**Periode 31 Maret 2016 / Period 31 March 2016
Informasi Pemegang Saham Utama dan Masyarakat dalam bentuk diagram
Main Shareholders and Public Information in the diagram**



- Toray Industries, Inc (Controller and main shareholder)
- Tokai Senko, KK (main shareholder)
- PT Budiman Kencana Lestari (main shareholder)
- PT Easterntex (public shareholder)
- PT Prospect Motor (public shareholder)
- Masyarakat lain (other public)

- Institusi Asing | Foreign Institution
- Institusi Lokal | Local Institution
- Perorangan Asing | Foreign Individual
- Perorangan Lokal | Local Individual

Periode 31 Maret 2017 / Period 31 March 2017
Informasi Pemegang Saham Utama dan Masyarakat dalam bentuk diagram
Main Shareholders and Public Information in the diagram



KRONOLOGIS 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.

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.

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.

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.

Berdasarkan surat PT. Bursa Efek Indonesia No.S-04759/BEL.PP1/08-2016 tanggal 3 Agustus 2016 telah dilakukan pemecahan nilai nominal saham ("stock split") dari Rp 1.000 per saham menjadi Rp 50 per saham, sehingga jumlah saham yang beredar bertambah dari 3.500.000 saham menjadi 70.000.000 saham seri A, dan 6.500.000 saham menjadi 130.000.000 saham seri B.

Dengan demikian, seluruh saham yang beredar sebanyak 200.000.000 saham dan telah dicatatkan seluruhnya di Bursa Efek Indonesia.

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 & Rekan (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 31 Maret 2016 dan 31 Maret 2017, jasa yang telah dilakukan oleh Lembaga dan Profesi Penunjang Pasar Modal adalah sebagai berikut :

- Penasehat Hukum yakni, Konsultasi mengenai peraturan pemerintah dan lainnya
- Akuntan Publik, mengaudit laporan posisi keuangan tanggal 31 Maret 2016 dan 31 Maret 2017 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 scripless atau tanpa warkat

According to the letter from Indonesia Stock Exchange No.S-04759/BEL.PP1/08-2016 dated 3 August 2016 the par value of the shares was split ("stock split") from Rp 1,000 to Rp50 per share; consequently, the number of outstanding shares increased from 3.500,000 to 70,000,000 series A shares and 6.500.000 shares to 130.000.000 series B Shares.

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

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 3rd Floor
Jl. Tegalan No.1C
Jakarta Timur 13140

PUBLIC ACCOUNTANT

Siddharta Widjaja & Rekan (KPMG)
33rd 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 31 March 2016 and 31 March 2017, the services performed by the Capital Market Support Institution And Professions are as follows :

- Legal Consultant, namely Consultation about government regulations and etc.
- Public Accountant, Audited the statement of financial position period 31 March 2016 and 31 March 2017, 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 scripless or non warkat.

Fee yang diterima oleh Penasehat Hukum sebesar US\$ 5,000 (Lima ribu Dollar Amerika)

Fee yang diterima oleh Akuntan Publik sebesar US\$ 67,000 (Enam puluh tujuh ribu Dollar Amerika).

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.

Pada periode 31 Maret 2016 dan 31 Maret 2017, telah diadakan 18 kali pelatihan di dalam Perusahaan dan diluar Perusahaan. Jumlah Karyawan yang mengikuti pelatihan sejumlah 140 orang.

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

Berdasarkan data per 31 Maret 2016 dan 31 Maret 2017, Perseroan mempekerjakan tenaga kerja sejumlah 454 orang dan 443 orang karyawan tetap.

Fee for Legal Consultant amounted to US\$ 5,000.- (five thousand US Dollar).

Fee for Public Accountant amounted to US\$ 67,000.- (sixty seven 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 systematic 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 the period 31 March 2016 and period 31 March 2017, the Company conducted 18 training programs at the Internal and external the Company. Total of employees to take training as 140 persons.

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

Based on data as of 31 March 2016 and 31 March 2017, the Company has 454 and 443 employees.

Tingkatan Pendidikan Karyawan / Education Levels of Employee

Tingkatan Pendidikan/ Education Levels	31 Maret 2016/ 31 March 2016	31 Maret 2017/ 31 March 2017
S1 (Bachelor)	26	29
D3 (Diploma)	32	29
SMU (High School)	355	344
SLTP (Junior High School)	39	40
SD (Elementary)	2	1
Total	454	443

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 :

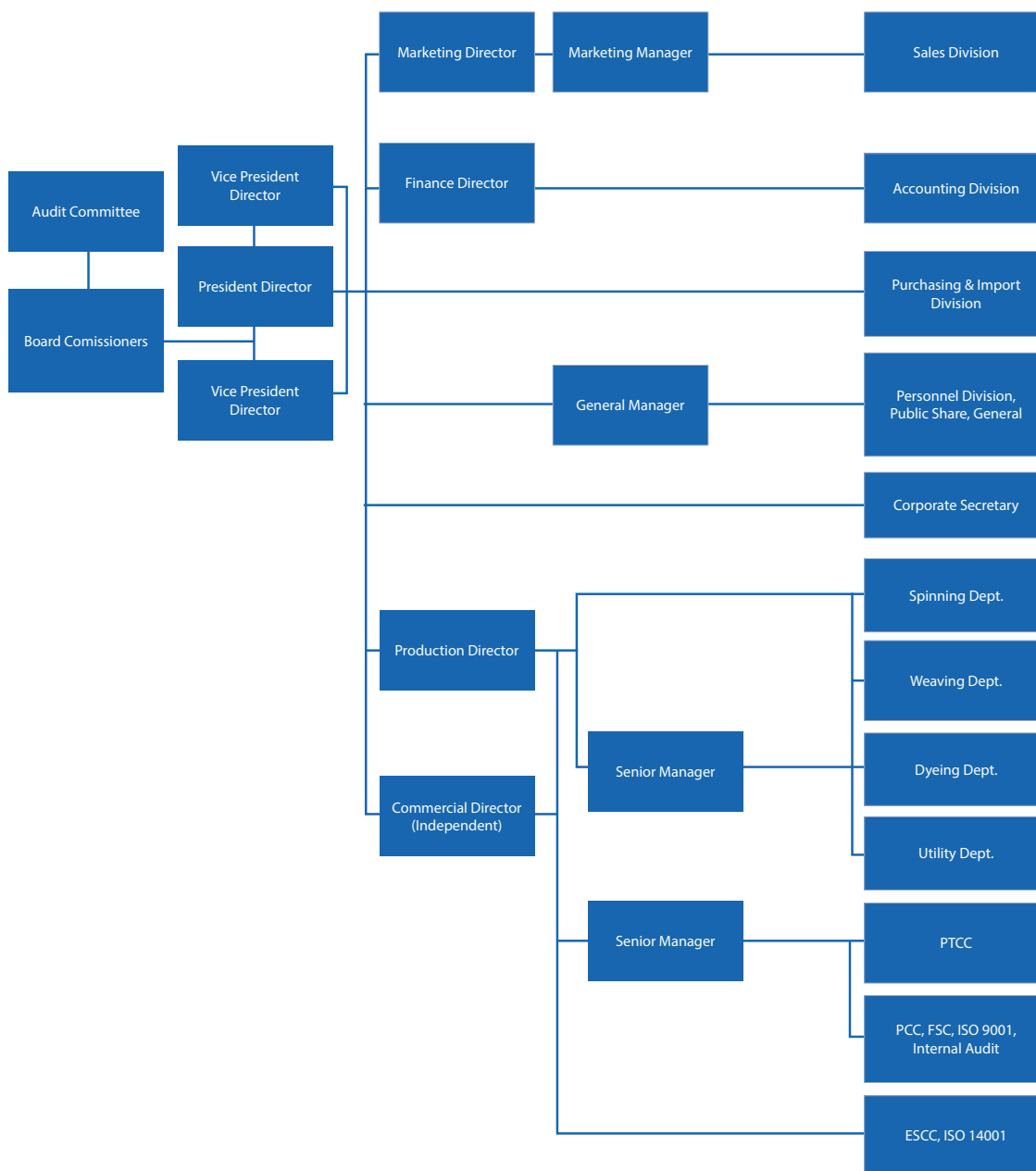
- Tunjangan Hari Raya (THR);
- Bonus kepada pekerja setiap tahun;
- Jaminan Sosial Tenaga Kerja (Jamsostek);
- Tunjangan Pensiun;
- Sarana Ibadah;
- Fasilitas Pemeriksaan Kesehatan Pekerja;
- Koperasi Karyawan;

- 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