



EBARA

HIGHLIGHTS OF THE LAST THREE MONTHS JULY - SEPTEMBER ACTIVITIES

In this issue, we highlight the EBARA Way 2024, focusing on sustainable growth with our E-Plan 2025 and E-Vision 2030. We're excited to feature Ganjar Nugraha and Irwan Sanaji, who are taking part in the Global Career Development Program in Japan and Brazil. The annual EBARA Games promote employee wellness and team spirit, while the Manufacturing Competition showcases our workers' innovative ideas. We also share insights from the Global HR Meeting on implementing the "One EBARA HR" system and our new training program to enhance skills in ISO standards.



EBARA WAY 2024

What is EBARA Way?

EBARA Way is our foundation, consisting of our spirit, corporate philosophy, and CSR policies. The EBARA Group contributes to society through high-quality technology, products, and services related to water, air, and the environment.

The EBARA Group has established the E-Plan 2025 and E-Vision 2030 as solutions and business development towards a shared vision for the EBARA Group by 2030. The long-term vision, E-Vision 2030, identifies the policies, targets, and strategies that the EBARA Group must implement to achieve sustainable corporate growth while addressing large-scale social issues.

PT EBARA Indonesia presents the EBARA Way with an innovative approach. Not only do we look at the screen, but we also present questions with case examples. Employees of PT EBARA Indonesia then discuss and present their findings.



UNLOCKING POTENTIAL: EBARA INDONESIA'S GLOBAL CAREER DEVELOPMENT PROGRAM

The Global Career Development Program (GCDP) is an exceptional initiative by EBARA Group, offering a two-year secondment to another company within the EBARA Group. This program is meticulously designed to unlock potential in a diverse and challenging global business environment. Participants gain invaluable skills, experiences, and connections with talented individuals worldwide, setting the stage for future leadership.

Meet Our Global Ambassadors

This year, EBARA Indonesia proudly announces that two of our outstanding employees are participating in the GCDP:



Ganjar Nugraha will be seconded to **EBARA Environmental Plant Co., Ltd.** in Japan.



Irwan Sanaji will be seconded to **EBARA Bombas América do Sul LTDA** in Brazil.

These prestigious assignments will immerse them in global business and cultural environments, providing invaluable experiences to enhance their professional growth.

Why the Global Career Development Program Matters

The GCDP's mission is to enhance the quality of human resources across the EBARA Group by developing future leaders in global business. Established to provide early-career employees with international business and cultural experiences, the program aims to nurture candidates who will lead the future of the EBARA Group. By participating, our employees gain:

- **Global Perspective:** Exposure to different business practices and cultures.
- **Skill Development:** Hands-on experience in diverse and challenging environments.
- **Networking Opportunities:** Connections with professionals across the globe.

Looking Ahead

Irwan and Ganjar's secondments are more than just career milestones; they are stepping stones toward becoming influential leaders within the EBARA Group. Their journeys in Brazil and Japan will undoubtedly contribute to their personal and professional development, preparing them for future leadership roles.

We are confident that Irwan and Ganjar will excel in their new roles and bring back a wealth of knowledge and experience to EBARA Indonesia. Their success will be a testament to the effectiveness of the GCDP and its role in fostering the next generation of global leaders. Stay tuned for updates on their journeys and experiences!


Irwan Sanaji

Engineering

Ganjar Nugraha

Quality Health Safety and Environmental

EBARA GAMES 2024

On August 1, 2024, PT EBARA Indonesia officially opened the annual EBARA Games. The opening ceremony was led by the management team and attended by all employees. The EBARA Games, part of the EBARA Event series, are held to commemorate Indonesia's Independence Day on August 17.

The EBARA Games aim to strengthen relationships among employees, boost work enthusiasm, and promote health and fitness. This event proves that sports can be an effective tool for building relationships and providing positive impacts. We hope this year's EBARA Games bring new spirit and positive energy to all employees of PT EBARA Indonesia.



The EBARA Games show how sports can be a powerful tool to strengthen relationships among employees, boost morale, and promote health and wellness.

With a variety of competitions and a shared sense of enthusiasm, the EBARA Games create a positive impact that extends beyond the event itself.

The main goals of the EBARA Games are:

- Strengthening relationships among employees.
- Encouraging health and wellness.
- Boosting team spirit and work morale.
- Building networks and friendships.
-

We hope this year's EBARA Games will bring fresh energy and positivity to all PT EBARA Indonesia employees.



MANUFACTURING COMPETITION 2024

What is the Manufacturing Competition?

A unique platform where blue-collar workers from the EBARA Group showcase their innovative ideas and cutting-edge technology.

Purpose of the Competition:

- Skill Demonstration: Providing opportunities for workers to showcase their skills.
- Promoting Communication: Enhancing interaction and teamwork.
- Project Execution Experience: Gaining hands-on experience in executing projects.

PT EBARA Indonesia has 2 representatives in this Manufacturing Competition:

Team Creative



Team Alejandro



Challenge of Manufacturing Competition

This year's Manufacturing Competition challenge focuses on the **utilization of manufacturing waste**. The end product must weigh a **maximum of 10 kg**, and **additional production costs should not exceed 140 USD**.



HUMAN RESOURCE GLOBAL MEETING 2024



Ms. Dewi Anggraini, HR, General Affairs, and Legal Manager of PT EBARA Indonesia, attended the Global HR Meeting for the second time. The meeting was attended by representatives from 27 subsidiaries of EBARA Corporation across various countries, with a total of 38 participants.

During the five-day event in Japan, Ms. Dewi participated in a series of important activities, starting with an introductory session followed by focused group discussions. Participants also toured the factories in Sodegaura and Futtsu, and at the end of the event, each participant presented the outcomes of their discussions and insights.

The main goal of the Global HR Meeting is to realize EBARA's vision of becoming an international company with an integrated system through the implementation of the "One EBARA HR" system. This system is expected to align HR practices across all EBARA entities globally.

On this occasion, Ms. Dewi also shared her hopes for PT EBARA Indonesia and the EBARA Group as a whole. She expressed her wish that PT EBARA Indonesia would fully support the implementation of the "One EBARA HR" system, so that in the future, the HR system at PTEI can fully adhere to the global standards set by the EBARA Group.

Ms. Dewi also shared her experiences during her time in Japan in a video. You can watch the video on PT EBARA Indonesia's YouTube channel.



INTERNAL AUDIT TRAINING: ISO 9001:2015, 14001:2015, AND 45001:2018 – INTEGRATED QHSE MANAGEMENT SYSTEM AUDIT BASED ON ISO 19011:2018

In-House Training on Awareness & Internal Auditing

This in-house training program is designed to enhance employees' understanding and skills related to relevant international standards, such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.



Training Content Overview

- Introduction to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018
- Exercises on Hazard Identification & Risk Assessment, Environmental Aspect Identification, and Identification of Relevant Quality Issues
- Audit Techniques and In-depth Review of ISO 9001, ISO 14001, and ISO 45001
- Practical Exercises on Conducting Opening Meetings, Interview Techniques, Documentation Audits, and Closing Meetings

