

KEMINDO GROUP
Kaizen Review
Continuous-Improvement
YEAR 2025



KEMINDO : at Glance



- **GROUP REVENUE** : ~US\$ 100 Million (est.year 2023)
- **INCORPORATED** : Since Year 2010
- **BUSINESS** : Chemicals, Energy & Water, Mining, Logistic
- **SEGMENT** : Mining, Pulp&Paper
- **YEARLY GROWTH** : 20~30% pa
- **FACILITIES** : Hydration Plant– Sulawesi
Starch Plant – Sumatera
Coal Mine – Sumatera
Silica Mine+WP - Java
- **SEGMENT P&P** : APRIL GROUP, PRI, APP GROUP
- **SEGMENT MINING**
 - **COPPER &GOLD** : FREEPORT , AMMAN MINERAL , MERDEKA
 - **GOLD** : ANTAM, MSM, NHM, IMK
 - **ALUMINA** : WHW, ICA, BAI, BAP
 - **NICKEL** : IMIP/ IWIP (Tsingshan), ANTAM Pomala
- More information about Kemindo : www.kemindogroup.com

The Suites Tower ,5th fl Suite 3~5, Jl. Boulevard Pantai Indah Kapuk No. 1, Kav. OFS, North Jakarta 14470, Indonesia. +62 21 22510447
www.kemindogroup.com Email : marketing@kemindogroup.com

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Introduction

BUSINESS AREA



KEMINDO Companies has several divisions :



**CHEMICAL
& MINING**



ENERGY
Coal
Green Energy



STARCHES
Tapioca



LOGISTIC
Trucks &
Warehouse



Engineering
Water Re-Use
Waste to BioGas

For more details , please visit : www.kemindogroup.com

REFERENCES :

Main Customers :



**PT FREEPORT
INDONESIA**



Nusa Halmahera
Minerals



USE OUR PAPER, WE PLANT MORE TREES



PT. WELL HARVEST WINNING
ALUMINA REFINERY



PT Halmahera Persada Lygend



Indonesia Chemical Alumina



IMK
INDO MURO KENCANA



antam



J RESOURCES



Customers

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KEMINDO MEETING GROUNDRULE:

SAID NO :

- NO PHONE RING (switch to vibrate mode)
- NO COMPUTER OPEN (except Presenter)
- NO OUT from MEETING (except Break Time)
- NO SIDE DISCUSSION

SAID YES :

- YES ON TIME & Stay Focus
- YES TO ASK QUESTIONS (during the presentation)
- YES Create Friendly Environment
- YES Create two ways communications (presenter – audience)



KEMINDO POST-MEETING:

POST-MEETING:

- Summarize what been agreed
 - Confirm decisions and action items
- Establish Deadlines (Target Deadline)
 - Set timelines for each tasks
- Follow up
 - Ensure progress on assigned tasks

In SUMMARY :

- Say No “**NATO**” = **No Action Talk Only**..
- Say Yes “**SAMA**” , and ber**SAMA** kita pasti bisa
- Every meeting, need to follow up and implement to what been agreed.



COMPANY VALUE:

COMPANY VALUE:

- See our website : Kemindo **PLEDGE**,
 - **KEMINDO Corporate Culture**, **KEMINDO Mindset**
- Most important **VALUE** is **PEOPLE**,
 - it is **KEMINDO's people**

KEMINDO PEOPLE SHOULD BE :

1. Ownership / Entrepreneurship, Be responsible in our jobs focus and deliver results
2. No politic, our enemy is outside competitors in the market.
3. Discipline is a must for all of us and company
4. SHOW RESPECT EACH OTHER
5. CREATE A HAPPY and POSITIVE WORKING ENVIRONMENT
 1. Say “ GOOD MORNING ” or “ GOOD DAY ”
 2. No Anger Management
6. COMPANY values TEAM PERFORMANCE (Take care each other)



WHY WE NEED TO GROW – Every Year ?



- The Needs of all of us
 - Inflation
 - Better Life
 - Feel Secure (Stability of Income)
 - Etc
- Imagine Small vs Big Ship. Which one do you think to sink if the waves come.
- But no one is immune.
- KEMINDO plans to go for **PUBLIC LISTED !**
Benefits for all of us as family of Kemindo.
- **Grow every year ?** It is easy to say then to implement



Need to Grow

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CHALLENGES in 2025 ?

- KEMINDO has been a record growth in 10 years in row, but not last year 2024.
 - 1+1 = 2 (Up 50%)
 - 10+1 = 11 (Up 10%)
 - 100+1 = 101 (Up 1%)
 - 1000+1 = 1001 (Up 0.1%)
- KEMINDO challenges in 2025 ?
 - Coal Mines = 3 to 1 (even less than 1)
 - Our sales concentrates in Large customer, Freeport on FIRE
- Therefore, in year 2025, we all together need to work harder, work smarter.
 - No lose in business (every single cents have to protect)
 - Look for growth (from the same customers or new customers)
 - We do have positive news in 2025 : SBGE, BSR, LIME
 - Ingat!!! Hasil yang beri kita makan. No “**NATO**” ..Ada action baru ada hasil !

MARKET TREND :

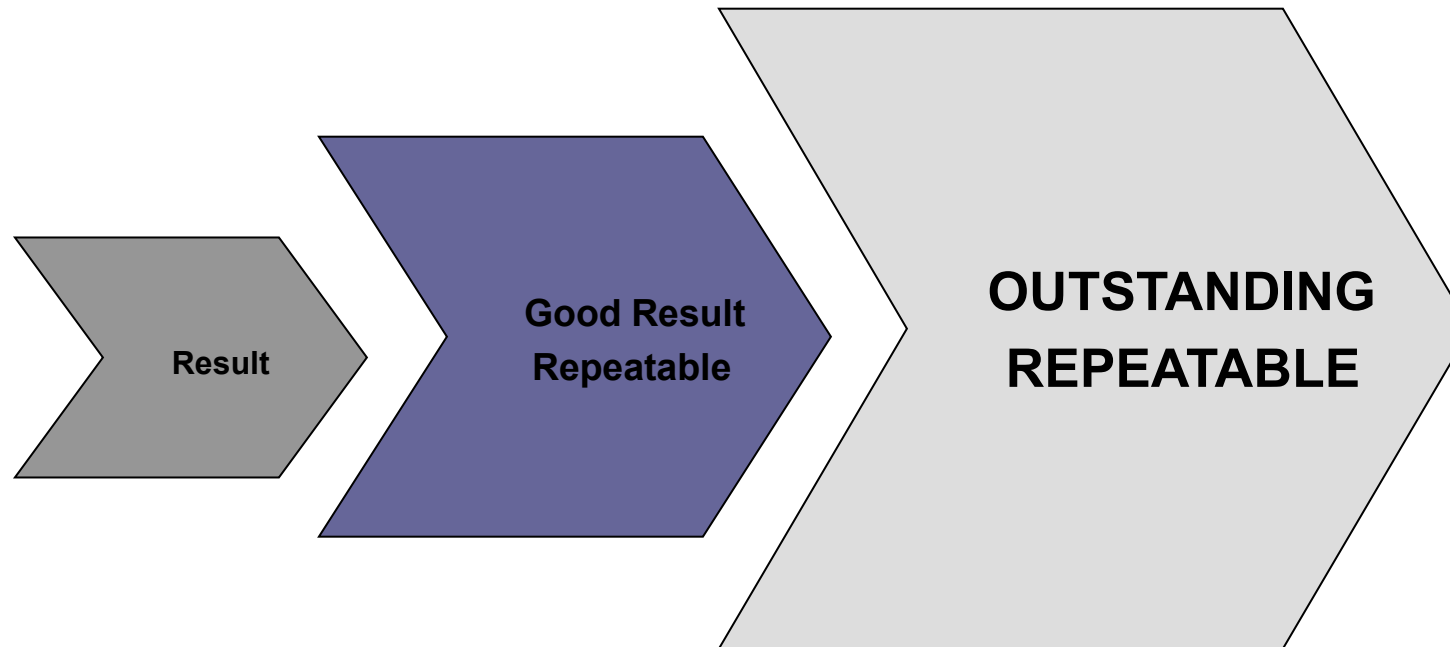
- **In order to grow healthily every year**



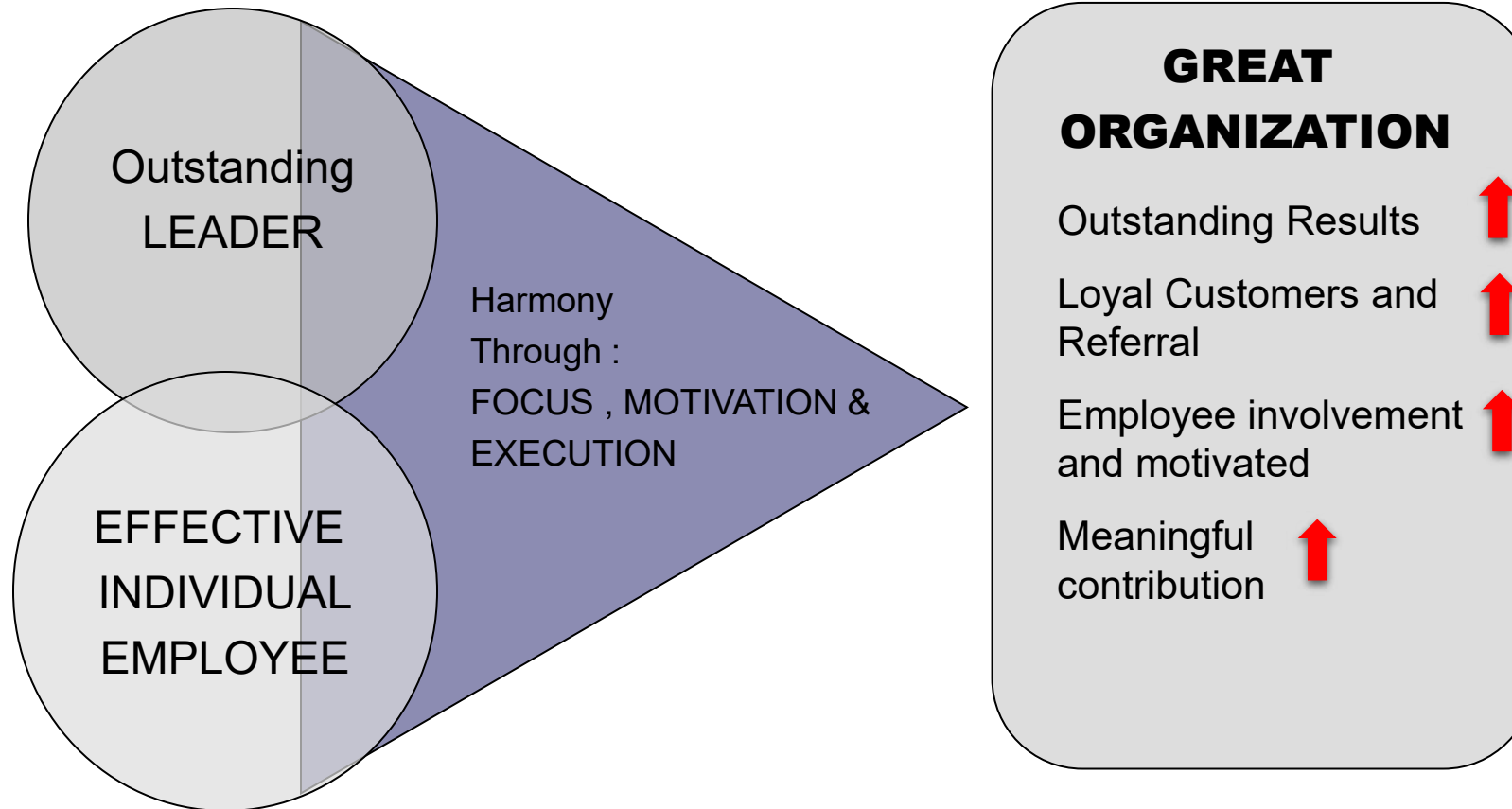
- Kemindo needs to maintain and be the best to compete in existing market.
 - Our existing market is very competitive ..
 - Price war, open tender but need free services
 - How to Survive :
 - Using Technology Tools to help such as: (AI), ChatGPT, Sider Fusion
 - Be Effective, Productive and Lowest Costs
 - Care to customers, ownership to company
- Kemindo needs to follow MARKET TREND and explore New Markets (Plantation, Refinery, etc) or New Products
 - Engineering (Build a system – Hardware&Software)
 - Water Re-Use
 - Waste to BioGas
 - **AI (Artificial Inteligence) ???**

ORGANIZATION JOURNEY:

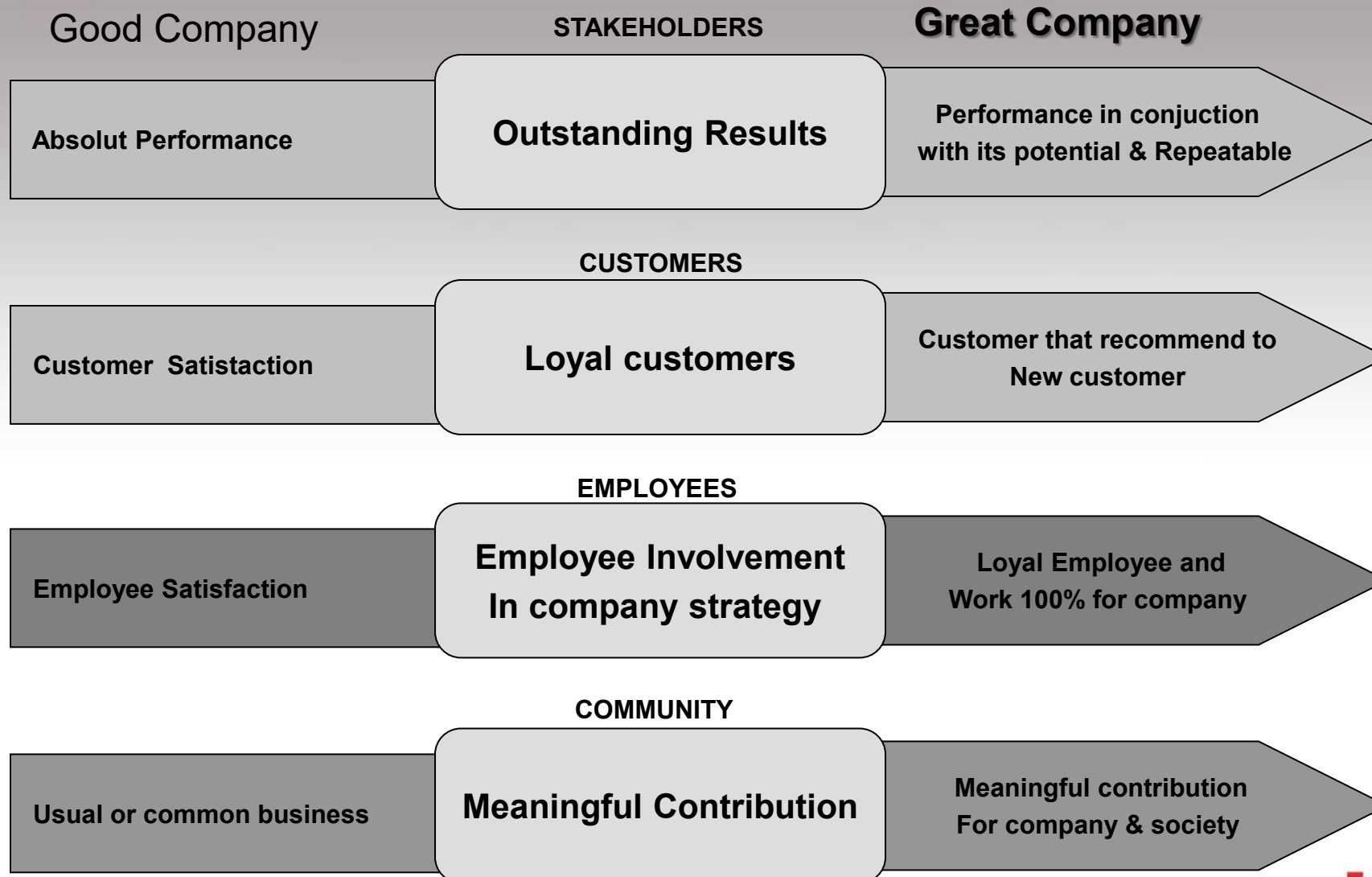
KEMINDO Journey from GOOD to GREAT !!



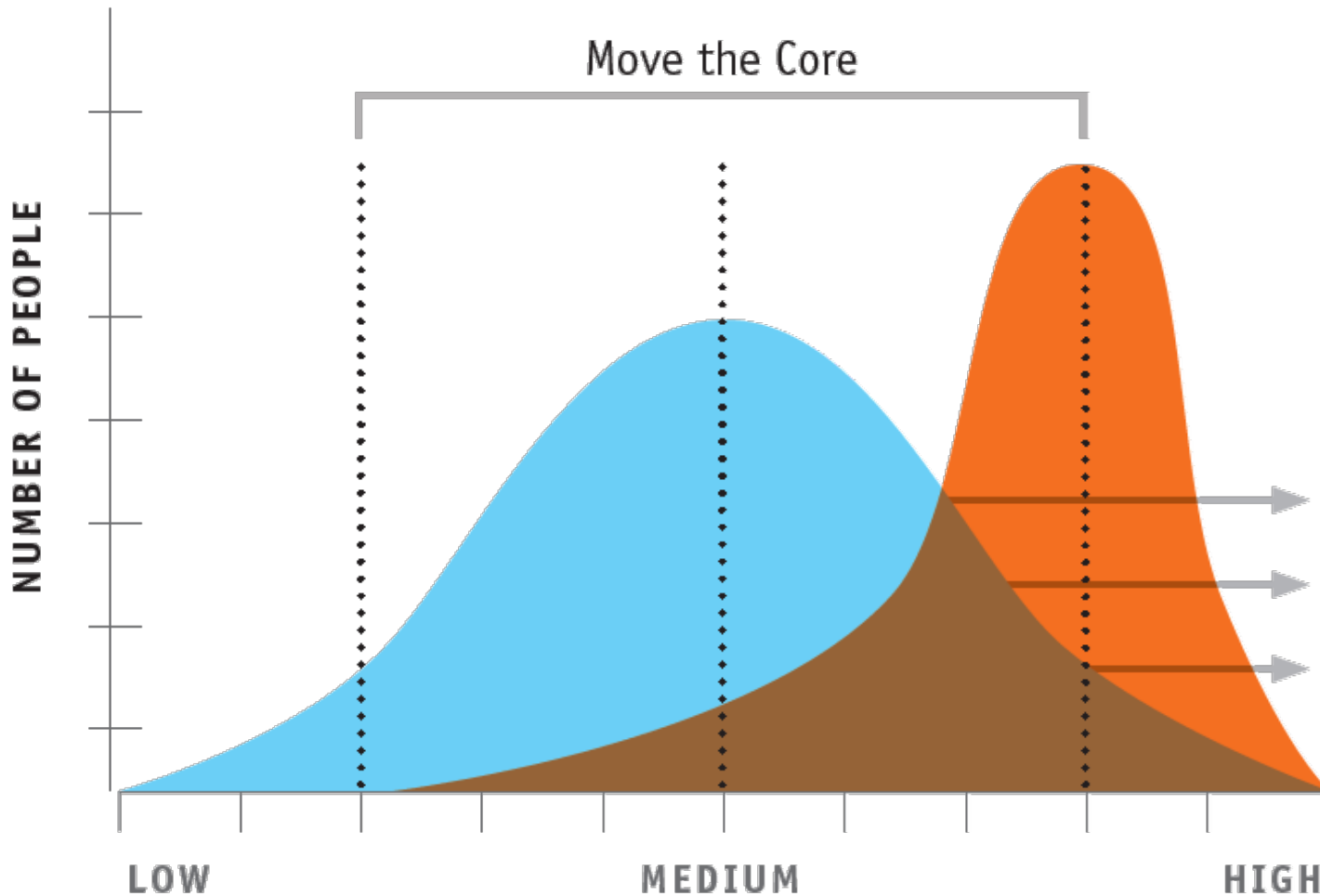
ROAD MAP to be GREAT COMPANY:



KEMINDO wants to be GREAT COMPANY



ROOM FOR SELF IMPROVEMENT



Tidak ada kata telat untuk **BELAJAR, MEMBENAH DIRI** untuk lebih Maju.

Training:
Internal & External

OWNERSHIP:

Everyone in KEMINDO is Entrepreneurship (Ownership)

- Entrepreneurship and Leadership don't necessarily within hierarchical structure.
- They revolve around character and personal qualities rather than technical capabilities
- Show “**care**” to company, and respect each other.
- INGAT ! “**SAMA**” = Semua mulai dari **SAYA** ..



STUDY CASE:

- It is all about our **MINDSET**, our **CARENESS**
- **Onwership**



- **Which One do you want to choose ?**

FAIR SYSTEM:

FAIR, TRANPARANCE, be TRUSTWORTHY.
to all employees and stakeholders

Let's together set-up a fair system :

• Reward

- Bonus
- Promotion
- Special rewards

• Punishment

- Fined (Penalty)
- 1st reminder, 2nd reminder
- Divestment



Together We Can Thank You



KAIZEN

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