



## Living Wage Policy

### Objective

PT Great Giant Pineapple (GGP) realizes that the workforce is one of the company's most important assets directly involved in achieving targets and growing the company's business. As a form of this commitment, GGP guarantees to provide decent wages to workers. This wage policy was issued to express GGP's commitment to ensuring the welfare of the workforce by their basic needs and ensuring that the force is paid according to the applicable laws and regulations.

### Scope

This wage policy applies to all business unit of PT Great Giant Pineapple and all level workers within the scope of the Company.

### Definitions

Living wages are the minimum wages received for the essential working hours necessary to meet the basic needs of workers and their families. Living wages consist of basic wages and fixed allowances and do not include bonuses and overtime.

### Policy Statement

1. GGP is committed to always maintaining welfare and providing fair and decent wages to workers as a form of appreciation for the contribution and effort they provide. The company ensures that the stipends given to employees at least meet the minimum wage level stipulated by labor laws or regulations that apply in region. This shows the company guarantees workers adequate wages to meet basic living needs.
2. The wage structure and scale are evaluated periodically and objectively for all workers, regarding applicable laws and government regulations, considering inflation, economic growth, average population consumption, etc.
3. The company complies with all applicable labor laws and regulations related to the payment of wages, including working time, overtime, leave and other obligations. This compliance demonstrates the company's commitment to living wage and being responsible for the workforce.

**President Director**  
**PT Great Giant Pineapple**

**Tommy Wattimena**