



# 2021-2022 Sustainability Report



## Disclaimer

Our Sustainability Report presents important data and information about the operational activities and performance of Great Giant Foods in 2021-2022 and the related previous years. Mention of 'GGF', 'Company' or 'We' refers to Great Giant Foods.

In general, the content of this report is derived from internal analyses as well as reliable documents and sources. However, the sustainability report contains forward-looking statements that rely on several assumptions about the Company's current situation and future developments in the business environment. It should be noted that the Company cannot ensure that the predictions presented will yield the expected outcomes in the future. Therefore, we caution readers to use them wisely.

All numeric data is presented using standard English notation in tables, charts, and text throughout the report. We hope that this clear and consistent presentation helps readers understand the information presented.



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## Sustainability Drives GGF's Path to Global Dominance

GGF's foundation is rooted in a clear mission to enrich people's lives through the provision of high-quality food, and we firmly believe that this objective can be achieved through sustainable practices and a spirit of innovation. Sustainability has always been deeply ingrained in our business as we recognize its pivotal role in ensuring long-term growth and success. From the very beginning, we have viewed sustainability as a means to mitigate risks and address global challenges. During the leadership transition from 2021 to 2022, we took the opportunity to reevaluate and refocusing sustainability within our business model.

In 2022, we embarked on an ambitious long-term plan to establish our global dominance in the processed pineapple market, become a leading provider of tropical fresh fruits in both domestic and international markets, diversify our plant and fruit-based business, develop a profitable value chain for protein and plant based products. . As part of this strategic direction, we recognized the importance of optimizing leadership costs and ensuring exceptional product delivery. Sustainability emerged as a key solution to achieve these goals through the

adoption of circular economy principles in the Company's business model, the implementation of regenerative farming practices, precision farming techniques and digitization, and the development of robust and sustainable supply chains.

The role of sustainability in GGF has evolved from being a risk mitigation strategy to becoming a catalyst for business growth. The sustainability approach we take is expected to improve our current product, develop new products, and reach a greater market. We enthusiastically seized the opportunity to reinforce our steadfast dedication to sustainability during this period of transition. As a result, our sustainability approach has become more targeted and refined, with a clear understanding of the long-term advantages it can bring to our company. We have established three pillars to reflect our sustainability mission: Great Lives, Great People, and Great World. By aligning our efforts with these pillars, we are confident in our ability to achieve our long-term objectives while simultaneously positively impacting the environment, society, and the overall well-being of our stakeholders.







## Theme Description

# Advancing Sustainability through Excellence in Circular Innovation

In supporting GGF's long-term strategic plan to become a global leader in the agribusiness and food processing industry with a strong commitment to sustainability, we recognize the importance of innovation in the application of circular economy principles in our business. GGF had been implementing circular economy practices long before the concept was introduced in Indonesia.

Since the 1980s, GGF has practiced zero-waste production to optimize resources and minimize the impact of the Company's operations on the environment. This is achieved through the utilization of pineapple processing and tapioca waste into raw materials for other

GGF business entities. This practice not only reduces the impact on the environment, but also significantly reduces production costs.

In addition, GGF continues to innovate in the development of new ideas, processes, technologies and business models that contribute to the circular economic transition. To date, the application of circular economy concepts in GGF's business is not only in the raw material supply chain, but also in waste management, renewable energy usage, and product or business line development. We aspire to become a business pioneer that prioritizes sustainability through innovation in circular economy practices.



# Sustainability Highlights

## Grow Great GGF



### Business Performance

**15.5%**  
net revenue in 2022  
compared to 2021

**3.2%**  
sales in 2022  
compared to 2021

**113,497 tons**

of fresh fruit production  
(pineapple, banana, guava)  
in 2022



**787,922 tons** of processed pineapple  
production in 2022 **9.6%**  
compared to 2021

**95.3 tons** bromelain enzyme  
production in 2022 **16.9%**  
compared to 2021

**33,390 tons** tapioca starch production  
in 2022 **10.0%**  
compared to 2021



### Economic Value Distributed



**9.8%** employee costs and benefits  
in 2022 compared to 2021





# Grow Great Product

**78%** of supplier originated from local suppliers (Indonesia) in 2022

**48%** of purchase transaction value from local suppliers by 2022


**100%** of GGP's new suppliers have undergone supplier screening by signing an Integrity Pact and completing a Supplier Qualification Assessment Form


Partnership with

**>1,000**  
local **fruit farmers**




**>1,200**  
local **plasma cattle**





**66%** of GGP's processed pineapple product supplier facilities are Global Food Safety Initiative (GFSI) certified by 2022

**↑4%** compared to 2021



**87.7%** Customer Satisfaction Level Index in 2022

**↑19.6%** higher than target (80%)

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# Grow Great Talent



## Human Resource Management



**121,223**  
total employee training  
hours 2020-2021

**76,866**  
total training hours in 2022

**↑73%** compared to 2021



**45,876**  
total employee trainees  
2020-2021

**28,539**  
total trainees in 2022

**↑64%** compared to 2021



**100%** employee job  
evaluation in 2021-2022



**91%** employee  
engagement rate in 2021



**1,516** total new hires  
in 2022

**↑2.6x** times  
in 2022 compared to 2021



**1,341** new local hires  
in 2022

**↑3x** times compared to 2021



## Occupational Safety and Health



**0** Fatalities



**↓6.5%**

**Total Recordable Incident  
Rate (TRIR)** in 2022 compared  
to 2021



**>57,000**

**doses of COVID-19 vaccine**  
for employees & their  
families, as well as the  
community in 2021-2022



**102** K3 training  
sessions for employees  
in 2021-2022



**4,114** employees  
participate in K3 training  
in 2021-2022



# Grow Great Community



## Beneficiaries (2021-2022)



**2,782**

**early childhood children**  
(5 - 6 years old) receiving  
nutritious meals



**1,800**

**pregnant and breastfeeding  
mothers** participating in  
parenting education program



**200**

**individuals**  
in 22 SME groups as part  
of the SME empowerment  
program



**260**

**family heads**  
receiving nutritious food  
self-sufficiency program



**113**

**internship  
students** through  
the Merdeka Belajar  
Kampus Merdeka program



**15**

**universities**  
in Indonesia in  
collaboration programs



**10**

**hospitals**  
in Indonesia

**28**

**health centers**  
in Central Lampung



## Form of Support (2021-2022)



**66**

**tons**

of nutritious fresh fruits



**138,000**

**canned pineapple**



**3,587**

**litres** of milk



**5,000**

**food packages**



**11**

**drilled wells**

**10**

**healthy latrines**



**214**

**kilometers** of village roads

# Grow Great Nature



Development of emission reduction **roadmap** to 2030



**701,912 GJ** of **energy efficiency** in 2022  
**↑61%** compared to 2021



**617,138 tCO<sub>2</sub>e\*** **total emissions**  
in 2022



**Lowest emission intensity value per product**  
**0.95 KgCO<sub>2</sub>e/Kg net weight**  
of processed pineapple products in plastic pouches of size 3\*

\* Refer to the Carbon Footprint for 2022 Production table on page 189



**Reduced**  
**84%** of **food loss** and **food waste** ending up in  
landfills



**↓3.71%** **water index** for one pineapple  
cycle in 2022 compared to 2021



**6 tons** of plastic bottle waste collected for recycling  
through Re.juve's Bring Back Empty Bottle program by  
2022





## Message from The President Director

### Dear Honorable Stakeholders,

It is with great pleasure that I present to you Great Giant Foods' inaugural Sustainability Report for the period 2021-2022. This report provides a comprehensive overview of our sustainability commitments, initiatives, and achievements.

GGF has proven to be resilient and effective in adapting to COVID-19. Our sustainability approach has also undergone a significant shift, from a risk mitigation strategy to a means of achieving our goal of becoming an industry leader in our flagship products. We implement three pillars of sustainability: **Great Lives, Great People, and Great World.**

Since its inception, GGF's business model has applied circular economy principles by prioritizing the utilization of waste and leftover materials to be processed into value-added products. Our journey in implementing circular economy principles began four decades ago and continues to innovate to optimize resource use and develop new products and businesses.

We apply a sustainability approach to achieve the Company's long-term goals and support government and global missions. Our programs contribute to health, environmental protection,

and economic empowerment. This also has a positive impact on the National Medium-Term Development Plan (RPJMN) 2020-2024 and the 2030 Agenda for SDGs.

### Grow Great Ethically

The Company is committed to implementing Good Corporate Governance (GCG) to the highest standards agreed at the G20 Finance Ministers and Central Bank Governors Meeting. The Company's Code of Conduct includes provisions on anti-corruption, anti-fraud, anti-money laundering, and conflict of interest prevention. We have also implemented whistleblowing and communication channels to report violations.

Our efforts in implementing GCG have been recognized internationally with Deloitte's Best Managed Companies award for GGP for two consecutive years (2021-2022). We are committed to maintaining high standards of governance throughout our organization.

### Grow Great Product

GGF constantly ensures that our products are of the highest quality and food safety. Our vision is to provide quality products in a sustainable and innovative manner to improve our customers' quality of life. To achieve this vision, GGF implements strict food safety protocols



**Tommy Wattimena**  
President Director of Great Giant Foods



**Great Leadership start to attract, inspire and influence other to dream more, do more, and become more with heart.**

and is certified to national and international food safety standards. We also understand that product traceability is crucial to ensure transparency for consumers so we ensure that our processed pineapple products have 100% traceability.

We are also committed to reducing the impact of production on the environment and society with the principles of circular economy and sustainable supplier assessment. Furthermore, GGF prioritizes local resources through its Farmer Empowerment Partnership (FEP) program and collaborates with local farmers to promote sustainable livestock production, animal welfare, and improve the quality of life of partners.

### Grow Great Talent

GGF considers human resources as a key investment for the sustainable development of our company. Through our employee value proposition: Grow, Great, Fun, we want to create a work environment that allows employees to thrive, achieve success, and seek work-life balance. We implement an HR strategy that focuses on People, Organization, and Culture,

including recruitment, leadership development, and ongoing training.

All our employees are assessed and encouraged to grow at all times, while we ensure a discrimination-free and safe working environment with a focus on Occupational Health and Safety (OHS). Our efforts are recognized through awards, and we remain committed to achieving zero accidents with ISO 45001:2018 certification. The incidence rate at our company has decreased throughout the year, and during the reporting year we had a zero fatality rate.

### Grow Great Nature

We take responsibility for the environmental impact of our operations by reducing our environmental footprint and minimizing negative impacts. This commitment is reflected in our sustainability pillar of creating a **Great World** for everyone.

In addressing climate change, we are committed to achieving Zero Carbon emissions by 2050 by implementing decarbonization strategies, increasing the use of sustainable energy, and

optimizing production processes. Our target is to have 30% renewable energy by 2030 by building a biogas power plant.

We also focus on reducing food and unmanaged waste with closed-loop systems, using renewable resources, and encouraging innovative solutions such as biofertilizers and vermicomposting.

Regenerative agriculture is our priority to prevent land degradation, improve ecosystem quality, and optimize resource efficiency. This initiative will bring good to nature and achieve sustainable results.

### Grow Great Community

We are committed to supporting community development and welfare through key programs: GGF Cares, GREAT Indonesia, and Grow Together. These programs cover health, education, and economy.

GGF Cares focuses on community health with the distribution of nutritious products, hospital assistance, and COVID-19 support.







GREAT Indonesia addresses stunting prevention through healthy breakfast and healthy food production assistance. Grow Together supports education and the economy by collaborating with educational institutions and building public infrastructure.

### **Appreciation to Our Stakeholders**

We would like to thank all our stakeholders for their support and commitment. This support means a lot in achieving our sustainability goals. We are excited to create a positive impact with you.



**We implement an HR strategy that focuses on People, Organization, and Culture.**

**Tommy Wattimena**

President Director of Great Giant Foods



# About Great Giant Foods





## Company Overview [GRI 2-1]

Great Giant Foods (GGF) is a group of integrated companies in the agriculture and food sectors owned by the Gunung Sewu Group business group. Inaugurated in 2016, GGF is a brand entity in the field of fresh fruit products, processed fruit, packaged food and beverages (such as juices, protein and milk) as well as tapioca flour which are marketed under several trademarks such as Sunpride, Duta, Oriji, Re.juve, Hometown, and Cap Kodok.

GGF is committed to presenting quality food products that are produced using an integrated, sustainable, farmer/breeder-friendly, and utilizes environmentally friendly technology and innovation to increase the availability of quality food products.

GGF's commitment to implementing 'zero waste production' in our value chain is realized through operations with a circular economy model. The operations of each GGF business unit are carried out based on a sustainable integrated farming model that applies three

main principles of a circular economy, namely: Minimizing Waste, Maintain The Products and Materials Used, and Regeneration of Natural Systems. GGF's business model prioritizes the utilization of waste and leftover materials for production to be reused and processed into Value Added Products.

Through the implementation of an integrated farming system, the majority of GGF's agricultural and food products are produced in one integrated location, namely on plantations located in Lampung. Thus, the resulting waste will not become trash, but will become input for further industrial processes in the GGF circular economy ecosystem. Hence, our operations do not produce waste (zero waste), do not exploit natural resources, and do not have a negative impact on the environment.

GGF also develops partnerships with local farmers to improve their harvest prospects and the welfare of the communities where they live.

Corporate entities within the scope of GGF consist of:

PT Great Giant Pineapple (GGP)



PT Sewu Segar Primatama (SSP)



PT Great Giant Livestock (GGL)



PT Umas Jaya Agrotama (UJA)



PT Bromelain Enzyme (BE)



PT Sewu Segar Nusantara (SSN)



## PT Great Giant Pineapple

PT Great Giant Pineapple (GGP) is an integrated tropical horticultural plantation management company with superior products in the form of the best quality fresh pineapples and processed pineapples. Established in 1979, GGP manages a 33,000-hectare plantation area in Terbanggi Besar, South Lampung, of which 19,000 hectares are dedicated to growing Smooth Cayenne pineapple.

Based on the company scale, GGP is GGF's largest entity, in which GGP's revenue accounts for 40% of the total consolidated revenue of GGF group entities.

GGP currently operates the world's largest integrated pineapple facility, which includes a plantation and factory for pineapple processing and packaging in one location. Thus, pineapples can be processed immediately after harvest to maintain the nutritional content and freshness of the fruit. GGP's products include fresh pineapple and processed pineapple. Apart from pineapples, GGP also manages horticultural plantations that produce bananas and guavas.

### In 2022:

**33,000  
Hectares**

of plantation  
land



**787,922 tons**

of processed pineapple  
production

**48,192 tons**

of fresh pineapple  
production

**15,015 FCL\***

export of processed  
pineapple

**60+**  
countries

of export  
destination

**No 1**  
in the  
world's

largest integrated  
pineapple processing  
facility

**Control  
25%**

global canned pineapple  
market share

**Representative  
offices in 4 countries**



USA



China



Japan



Singapore



**60,225 tons**  
of banana



**5,079 tons**  
of guava

\*Full Container Load





# PT Great Giant Pineapple

## Organization Name <sup>[GRI 2-1]</sup>

PT Great Giant Pineapple (GGP)

## Date of Establishment

1979

## Country of Operation

Indonesia

## Markets Served

Indonesia & Worldwide

## Business Entity

Closed Limited Liability Company

## Brands, Products and Services <sup>[GRI 2-6]</sup>

Fresh Pineapple, Banana and Guava. Sunpride® brand for the domestic market and Oriji® brand for international market.

Processed pineapple products, namely canned pineapple (Duta Brand), pineapple jam, cut pineapple in cups, cut pineapple in pouch packaging, pineapple concentrate juice, and canned fruit cocktail.

Most of GGP's products are produced by Original Equipment Manufacturer (OEM) or for private labels according to the customer's brand.

## Line of Business:

Fruit horticultural crops farming, and the processing and canning of fruits, vegetables and beverages industry.

## Business activities:

Pineapple, Banana and Guava fruit horticulture farming  
Pineapple-based processed food and beverage industry  
Manufacture of goods for processed pineapple packaging (cans and plastic)

## Operational Address and Contact

### Main Office

Sequis Tower Level 39-40  
Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia  
P. +62 21 5099 1888  
F. +62 21 2708 2828 or +62 62 2708 3939  
E. contact@gg-foods.co  
www.greatgiantfoods.com

### Operational Office:

Jl. Raya Arah Menggala Km 77,  
Terbanggi Besar, Lampung Tengah 34165 Indonesia  
P. +62 725 7573 0001  
F. +62 725 7573 0007  
www.greatgiantpineapple.com

## Certification



### SA 8000:2014

The Empowerment and Protection of All Employees



### Global Standard for Food Safety

Manufacturing of Processed Pineapple Products



### IFS Food

Manufacturing of Processed Pineapple Products



### Halal

Processed Pineapple Products



### KOSHER Certification

Processed Pineapple Products



### FSMA Preventive Controls Preparedness Module

Manufacturing of Processed Pineapple Products



### Global G.A.P.

Fresh Pineapple, Banana and Guava



### ISO 9001: 2015 Quality Management System

Manufacturing of Processed Pineapple



### ISO 50001:2018 Energy Management System

Manufacturing of Processed Pineapple Products



### ISO 14001: 2015 Environmental Management System

Manufacturing of Processed Pineapple Products



### ISO 22000: 2018 Food Safety Management System

Manufacturing of Fresh Pineapple and Processed Pineapple Products



### ISO 45001:2018 Occupational Safety and Health System

Manufacturing of Processed Pineapple Products



### ISO 9001: 2015 Quality Management System

Manufacturing of Processed Pineapple Products



### ISO 9001:2015 Quality Management System

Manufacturing of Compost



### ISO 9001:2015 Quality Management System

Manufacturing of Liquid Biofertilizer



### Ecocert Environment SAS

Fresh Pineapple Products



### SGF Voluntary Control System

Manufacturing of Processed Pineapple



### PROPER BIRU

Company Performance in Environmental Management





## PT Great Giant Livestock

PT Great Giant Livestock (GGL) is the third largest beef cattle breeding company (feedlot) in Indonesia. Founded in 1990, GGL breeds various local and imported cattle from Australia. GGL has the advantage of being located within GGP's plantations in Lampung and South Sumatra.

As part of the GGF integrated group of companies, GGL's operations utilize a by-product from GGP in the form of pineapple peels and a by-product from PT Umas Jaya Agrotama (UJA) in the form of tapioca cake. Both of these by-products are processed by GGL to become cattle feed.

GGL's latest innovation is pioneering lowland tropical dairy farms whose fresh milk products are marketed under the Hometown Dairy brand.

In the circular and integrated economy production cycle implemented by GGF, livestock manure produced by GGL is also used as organic fertilizer.

### Organization Name <sup>[GRI 2-1]</sup>

PT Great Giant Livestock (GGL)

### Date of Establishment

1990

### Business Entity

Closed Limited Liability Company

### Country of Operation

Indonesia

### Brands, Products and Services <sup>[GRI 2-6]</sup>

Hometown Dairy Milk products

### Line of Business

Cattle breeding and fattening, and milk production

Business activities:

- Cattle breeding and fattening (feedlot)
- Dairy farm
- Fresh cow's milk beverage industry

### Operational Address and Contact

#### Main Office

Sequis Tower Level 39-40  
Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia  
P. +62 21 5099 1888  
F. +62 21 2708 2828 or +62 62 2708 3939  
E. [contact@gg-foods.co](mailto:contact@gg-foods.co)  
[www.greatgiantfoods.com](http://www.greatgiantfoods.com)

#### Farm:

Jl. Raya Arah Menggala, Terbanggi Besar Km 77  
Lampung Tengah 34165 Indonesia  
P. (+62-21) 5099 1888  
F. (+62-21) 2708 2828 or (+62-21) 2708 3939  
<https://www.hometowndairy.com/>



## Certification



**Good Manufacturing Practices for Processed Food - BPOM**  
Milk Processing



**Nomor Kontrol Veteriner (NKV)**  
Milk Collection, Milk Processing, Dairy Farming



**Halal**  
Milk Products



**PROPER BIRU**  
Company Performance in Environmental Management



## PT Sewu Segar Nusantara

PT Sewu Segar Nusantara (SSN) is a distributor and marketing company for local and imported fresh tropical fruit products including bananas, pineapples, guavas, apples, and pears. Established in 1995, SSN implements a quality control system trusted and relied upon by retail networks throughout Indonesia.

SSN distributes and markets bananas, pineapples, and guavas produced by GGP under the brand name Sunpride®. SSN also serves as a local partner for international fruit brands such as Zespri for kiwi.

**6.4 million**

boxes of fruit distributed  
in the domestic market



**18,000**  
retailers

in Indonesia

**30,000**  
outlets

throughout  
Indonesia

### Organization Name <sup>[GRI 2-1]</sup>

PT Sewu Segar Nusantara (SSN)

### Date of Establishment

1995

### Market

Indonesia

### Business Entity

Closed Limited Liability Company

### Brands, Products and Services <sup>[GRI 2-6]</sup>

- Sunpride brand pineapple, banana and guava for the domestic market

### Line of Business <sup>[GRI 2-6]</sup>

Trade, Services and Food Industry (fruit).

Business activities:

- Trade in local fresh fruit (Banana, Pineapple and Guava)
- Trading of imported fresh fruit (Apples, Kiwi)

### Operational Address and Contact

#### Operational Office:

Jl. Telesonik Dalam KM 8, Kadu Jaya, Curug

Tangerang, Banten 15810 Indonesia

P. (+62-21) 590 2937

F. (+62-21) 590 2935

E. [info.segar@sunpride.co.id](mailto:info.segar@sunpride.co.id)

[www.sunpride.co.id](http://www.sunpride.co.id)





## PT Sewu Segar Primatama

PT Sewu Segar Primatama (SSP) is a company that produces premium food and beverages with superior products in the form of fruit juices which are marketed under the Re.juve brand. Founded in May 2014, Re.juve is the first F&B retail business of the Gunung Sewu Group and is the leader and pioneer of fresh, pure and natural cold-pressed juices in Indonesia.

Re.juve products are guaranteed to be 100% made from the best and freshest organic fruits and vegetables (not concentrates) without added water, sugar, sweeteners, or other preservatives. Re.juve is produced by strictly implementing hygiene standards in an internationally certified Hygiene Oriented True Cold-Pressed Production Facility (CPF). SSP has been pioneering the integrated facility in Indonesia and Southeast Asia since 2018.

Apart from juices, SSP also produces nut milk, smoothies, Cold-Pressed spices (SHOTS), as well as other healthy foods and drinks.

### 89 marketing outlets

in 7 cities in Indonesia (Jakarta, Tangerang, Bogor, Bekasi, Surabaya, Bali, and Bandung) and 4 outlets in Singapore



#### Organization Name <sup>[GRI 2-1]</sup>

PT Sewu Segar Primatama (SSP)

#### Date of Establishment

2014

#### Country of Operation

Indonesia and Asia (Singapore)

#### Business Entity

Closed Limited Liability Company

#### Brands, Products and Services <sup>[GRI 2-6]</sup>

Re.juve brand premium juice and health beverages

#### Line of Business

Premium food and beverage trade and retail industry.

Business activities:

- Trading of food and premium fruit juice drinks
- Retail Trade

#### Operational Address and Contact

##### Main Office:

Sequis Tower Level 7  
Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia  
P. (+62-21) 252 2877 or +62 817 735883  
E. [feedback@rejuve.co.id](mailto:feedback@rejuve.co.id)  
[www.rejuve.co.id](http://www.rejuve.co.id)

## Certification



#### Hazard Analytical Critical Control Point (HACCP)

Fruit Juices and Healthy Beverages



#### Halal

Halal Assurance System and Fruit Juices and Healthy Beverages







## PT Umas Jaya Agrotama

PT Umas Jaya Agrotama (UJA) is a company that produces high-quality natural tapioca flour under the trademark “Cap Kodok” which supplies tapioca flour for the food and beverage industry as well as non-food industry (pulp and paper).

Originally established as Umas Jaya Farm in 1973 before changing to Umas Jaya Agrotama on September 12, 1990, UJA operates in Lampung and has an annual production capacity of 90,000 tonnes of flour.

**222.25**  
hectares area (Ha)

of cassava plantation land in  
partnership with farmers in Lampung



Production capacity of  
**90,000** tons  
of tapioca flour



### Organization Name <sup>[GRI 2-1]</sup>

PT Umas Jaya Agrotama (UJA)

### Date of Establishment

1973

### Country of Operation

Indonesia

### Business Entity

Closed Limited Liability Company

### Brands, Products and Services <sup>[GRI 2-6]</sup>

Cap Kodok Tapioca Flour

### Line of Business

Production and trading of tapioca flour food ingredients.

Business activities:

- Cassava horticulture farming
- Tapioca flour production
- Wholesale trade of tapioca starch
- Retail tapioca flour trade

### Operational Address and Contact

#### Main Office:

Sequis Tower Level 39-40  
Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia  
P. +62 21 5099 1888  
F. +62 21 2708 2828 or +62 62 2708 3939  
E. [contact@gg-foods.co](mailto:contact@gg-foods.co)  
[www.greatgiantfoods.com](http://www.greatgiantfoods.com)

#### Operational Office:

Jl. Raya Arah Menggala Km 77,  
Terbanggi Besar, Lampung Tengah 34163 Indonesia  
P. (+62-21) 5099 1888  
F. (+62-21) 2708 2828 or (+62-21) 2708 3939

## Certification



**ISO 9001:2015**  
**Quality Management**  
**System**

Manufacturing of Tapioca Flour



**ISO 22000:2018**  
**Food Safety System**

Manufacturing of Tapioca Flour



**SNI 3451:2011**

Tapioca Flour



**Halal**

Tapioca Flour



**PROPER BIRU**

Company Performance  
in Environmental  
Management





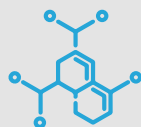
## PT Bromelain Enzyme

PT Bromelain Enzyme (BE) is a company that produces superior bromelain products. Bromelain is the term for the protein-digesting enzyme commonly found in pineapple cobs and juice.

Starting operations in 2011, BE produces processed bromelain by extracting pineapple stalks harvested from GGP plantations. BE has an average production capacity of 60 tons of bromelain per year and controls 21% of the world market share. These various bromelain products are exported to Europe, America, Asia Pacific and other regions.

**83 tons**

of bromelain produced in 2022



**81 tons**

exported in 2022



**17 countries**

of export destination



Organization Name <sup>[GRI 2-1]</sup>

PT Bromelain Enzyme (BE)

Date of Establishment

2008

Country of Operation

Indonesia dan Worldwide

Business Entity

Closed Limited Liability Company

Brands, Products and Services <sup>[GRI 2-6]</sup>

Bromelain Enzyme

Line of Business

Production and trading of bromelain enzyme

Business activities:

- Production of bromelain enzymes
- Trade in bromelain enzymes

Operational Address and Contact

**Main Office:**

Sequis Tower Level 39-40

Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia

P. +62 21 5099 1888

F. +62 21 2708 2828 or +62 62 2708 3939

E. [contact@gg-foods.co](mailto:contact@gg-foods.co)

[www.greatgiantfoods.com](http://www.greatgiantfoods.com)

## Certification



**FSSC 22000**

**Food Safety System Certification**

Manufacturing of Bromelain Enzyme



**Good Manufacturing Practice - BPOM**

Bromelain Enzyme Products



**Halal**

Bromelain Enzyme Products



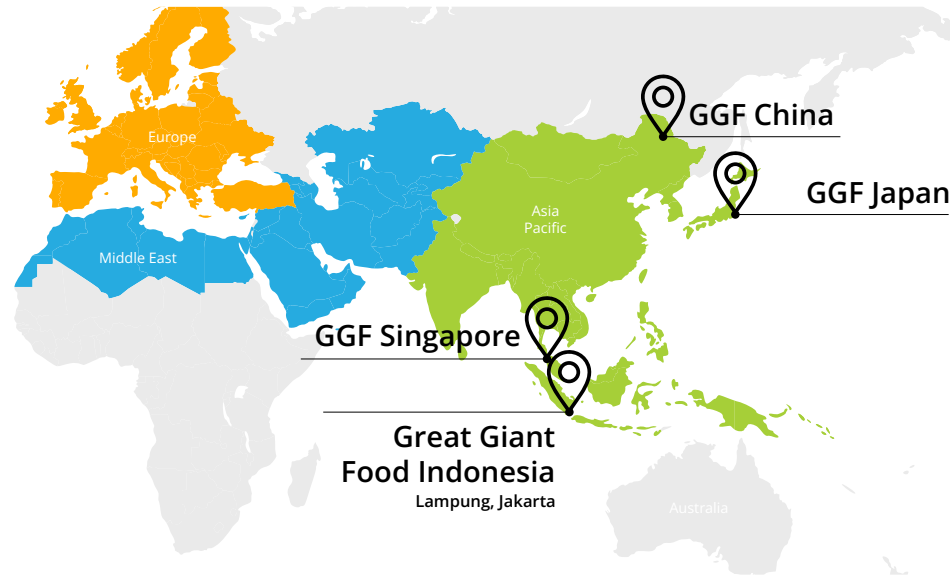
**KOSHER**

Bromelain Enzyme Liquid & Powder





## Operational Area



**4** Global Offices



More than  
**15,000 FCL** in 2022



Exporting **processed pineapple**  
to more than **60 countries**



**United States  
of America**



**Japan**



**Singapore**



**China**

The majority of our agricultural and food products are produced on land located in Lampung. To support business distribution, GGF currently has affiliates, partners, and company representative offices in Asia, Europe, and the US. With this global operational network, GGF can efficiently present its food products and plantation commodities to customers worldwide. Further details regarding global representative addresses can be seen in: <https://www.greatgiantfoods.com/global-presence/>

# Corporate Organizational Structure

**Tommy Wattimena**  
President Director of GGF

**Hendianto H.**  
Head of Internal Audit

\*Report to Audit Committee

## BOD: Business Drivers

**Wayan Ardana**  
MD of Prod. & Sourcing

**Bernhard W.**  
Director of Global  
Proc. Fruit Business

**Jane Fransisca (Conc)**  
CEO of Farmers  
EMP. Partnership

**Josep Lay**  
CEO of Protein &  
Plant Based Bus.

**Cindyanto Kristian**  
CEO of Fresh Fruit & GTM

**Stephanie V. G.**  
CEO of Cons. Branded  
Business

**Richard Anthony**  
CEO of Re.juve

**Nicholas Johannes**  
Regional Director of GGF SEA

## BOD: Support Function

**Djoni Wesida**  
MD of Corporate Services

**Jane Fransisca**  
MD of FA & Corp. Strategy

**Rina Faqih**  
Director of HRGA

## Pool of Expert

**Welly Soegiono**  
Director of Corp. Affairs

**Gabrielle C.**  
Head of R&D Cons. Product

**Elsa Maria Bonita**  
Market & Cons.  
Insight SR. Expert

Processed Pine  
Pillar

Fresh Fruit  
Pillar

Plant & Fruit  
Consumer  
Product Pillar

Protein & Plant  
Based Pillar



## GGF Business Performance

Amid the difficulties and challenges faced by businesses in the era of the global pandemic in 2020-2021, GGF is capitalizing on the opportunity presented by the increasing demand for canned pineapple products. Restrictions and lockdowns imposed in almost all countries around the world have made customers more likely to buy canned food, increasing demand for GGF's processed pineapple products. As a result, product prices increased to meet the high demand and this resulted in an increase in GGF's revenue from the sale of processed pineapple products.

Entering 2022, the recovery from the COVID-19 pandemic is still ongoing and economic uncertainty remains due to a series of global economic and political events. The ongoing conflict in Ukraine raised the prices of fertilizers and tin plate materials used for packaging due to supply constraints. Accordingly, GGF implemented cost reduction initiatives to continue to improve production output and maintain the Company's bottom line.

Through it all, GGF continued to move forward to achieve good financial performance while capitalizing on opportunities by providing high-quality agricultural and food products to support the recovery of communities during the pandemic.

Increased demand for GGF's products in 2021 contributed to a 15.5% increase in net income over the previous year. Based on the good performance in 2021, in 2022 we were still able to record net income growth of 3.2%.

[GRI 201-1] [GRI 13.22.2]

The benefits the Company provides to its stakeholders are reflected in the financial value distributed to various stakeholders such as employees, government, shareholders and society. Good financial performance in 2021 and 2022 enables us to provide better benefits to our stakeholders. In 2022, costs for salaries and employee benefits increased by 9.8%, compared to the previous year. We also recorded an increase in dividend payments and tax payments to the government in 2022 compared to the previous year. [GRI 201-1] [GRI 13.22.2]

In terms of operational performance, we recorded a 9.5% increase in processed pineapple production in 2022 compared to 2021. However, the production of fresh fruits, namely pineapple, banana and guava decreased by 19% on average in line with the Company's strategy and policy to allocate plantation land for fruit crops intended as raw materials for processed fruit products. Despite the decline in fresh fruit production in 2022, overall sales growth remained positive.



The government's attention to agro-industrial development is reflected in various forms of financial assistance provided to businesses. The assistance provided varies, including tax exemptions, subsidies, and investment grants for research and development. However, GGF as a foreign-invested enterprise did not receive any financial assistance from the government in the various forms mentioned above during the reporting year. In addition to not receiving assistance, the government also has no shareholding in the Company. [GRI 201-4]

*As a private company, GGF does not disclose detailed financial performance data to the public. The financial performance of GGF entities is reported only on a limited basis.*

## Membership in the Association [GRI 2-28]

No.	Association	Scale of Organization	Membership Status
1.	Indonesia Business Council for Sustainable Development (IBCSO)	International	Member and Executive Committee
2.	Corporate Forum for Community Development (CFCD)	National	Member
3.	Partnership for Indonesia Sustainable Agriculture (PIS Agro)	National	Member
4.	Kamar Dagang Indonesia (KADIN)	National	Member
5.	Forum CSR Lampung	Regional	Comittee





# Vision and Mission

## Vision

**Nourishing people's live with quality foods produced in sustainable and innovative way.**

To realize our vision, we developed the following approaches:



### Nutritious and Quality

We grow and produce foods that not only offer unmatched taste and guaranteed quality, but are also rich in nutrients for the benefit of our customers.



### For a Better Future

We ensure our supply chain adheres to the highest possible standards to improve the livelihoods of the communities in which we operate.



### Strength through Synergy

We synergize with local farmers and other stakeholders to achieve a common goal of creating quality products for our customers around the world.

## Mission

**Feeding The World With Quality Food**

Most of our agricultural and food products come from approximately 33,000 hectares of land in the provinces of Lampung and East Java. We operate several business entities that produce packaged food, fresh fruit, meat and dairy products, fresh cold pressed juices, and healthy smoothies.



# Corporate Values and Culture

GGF's operations are based on the principles, beliefs and norms that have been implemented since the beginning by the Founders Mentality, which are formulated into GREAT Values.





## Internalization of Organizational Values and Culture

These GREAT values are then internalized into the Company culture which guides the actions and attitude of all Company members, including leaders and employees, in carrying out their daily activities.

GGF adopts these GREAT values as a Company culture that GGF employees must live by and adhere to daily as formulated in the GIANT Golden Rules. To be properly internalized, GGF launched a number of initiatives to educate and campaign the GIANT Golden Rules to all Company members.



## 2021 – 2022 Initiatives

### Values Townhall

Two sessions were held (by GGF and Re.juve) and were attended by 314 participants

### Moment of Truth

Dissemination of GREAT Values during management meetings

### Values Campaign

Held regularly through internal office email blasts, campaigns on social media, wallpapers, the official GGF portal, and banners

### Values Insight

GREAT Values socialization and educational events organized by the Company's management for all employees of various positions

### GREAT Value Jingle

Since 2020, GGF has a special Jingle regarding the GIANT Golden Rules titled: "Berproses Bersama". This jingle was selected from a competition event among employees

### Embed Learning and Development Program

GGF includes topics related to GREAT Values in 27 program modules and all employee development programs

### GEMBA Walk

Dissemination of GREAT Values by leaders to all team members

### Pulse Check

Evaluate employee comprehension after their participation in education and campaigns regarding Company Culture or GREAT Value

## Awards – 2021

**TOP CSR Awards 2021**  
Farmer's Partnership -  
Top Business Magazine  
**Great Giant Pineapple**



**Public Relation Indonesia Award 2021**  
Penghargaan *Bronze*  
untuk kategori Program  
CSR (Community Based  
Development) - Warta Ekonomi  
**Great Giant Pineapple**



**Recognition Award**  
Participant in Providing  
Emergency Support in Handling  
the COVID-19 Pandemic -  
Indonesian Ministry of Health  
**Great Giant Foods**



**TOP GRC Awards 2021**  
TOP GRC 2021 #4 Star -  
Top Business Magazine  
**Great Giant Pineapple**

**Indonesia's Best Managed Companies 2021**  
Agribusiness Category -  
Deloitte Indonesia  
**Great Giant Pineapple**

**Public Relation Indonesia Award 2021**  
Bronze Winner in the Digital PR  
Category -  
Warta Ekonomi  
**Great Giant Pineapple**

**CMO Asia Awards 2021**  
Winner - Best Learning &  
Development -  
CMO Asia  
**Great Giant Pineapple**

**CMO Asia Awards 2021**  
Winner - Best Company with  
Innovative HR Practices -  
CMO Asia  
**Great Giant Pineapple**

**Public Relation Indonesia Award 2021**  
Bronze Winner in the  
Community Based Development  
Category - Warta Ekonomi  
**Great Giant Pineapple**

**TOP GRC Awards 2021**  
The Most Committed GRC  
Leader 2021 for President  
Director PT GGP Bapak Iswanto  
- Top Business Magazine  
**Great Giant Pineapple**

**HRD Awards Asia 2021**  
Winner - Asia's Best Learning &  
Development -  
HRD Asia & HCAMAG  
**Great Giant Foods**

**CMO Asia Awards 2021**  
Winner - Best Company in Training  
& Organization Development -  
CMO Asia  
**Great Giant Pineapple**

**HRD Awards Asia 2021**  
Excellence - Leadership  
Development Program -  
HRD Asia & HCAMAG  
**Great Giant Foods**

**HRD Awards Asia 2021**  
Excellence - Use of Technology -  
HRD Asia & HCAMAG  
**Great Giant Foods**

**IOB (Indonesia Original Brand) 2021**  
"Best Branded Fruit" Category -  
SWA Magazine  
**Sunpride**

## Awards – 2022



**Mitra Bakti Husada 2022**  
Plantation agricultural companies that have implemented the Productive Healthy Women Worker Movement (GP2SP) - Indonesian Ministry of Health  
**Great Giant Foods**



**Stellar Workplace Award 2022**  
Stellar Workplace Award in Employee Commitment and Satisfaction - Kontan, business and investment media from Kompas Gramedia and the independent consulting firm GML Performance Consulting  
**Great Giant Foods**



**Public Relation Indonesia Awards 2022**  
Gold Award for the Sustainability Report category - Warta Ekonomi  
**Great Giant Pineapple**



**Tempo Circular Economy Award 2022**  
Award for the implementation of the Circular Food Estate Waste To Energy program initiative - Majalah Tempo  
**Great Giant Pineapple**



**Top CSR Awards 2022**  
Top CSR Awards 2022 #Star 5 and Top Leader on CSR Commitment 2022. - Top Business magazine with a number of institutions  
**Great Giant Pineapple**



**Indonesia Deloitte's Best Managed Companies 2022**  
Agribusiness Category - Deloitte Indonesia  
**Great Giant Pineapple**



## Awards – 2022

**Sustainable Business Awards (SBA) 2022**  
Award for Stakeholder Management category - Global Initiatives and Partner

**Great Giant Foods**

**Corporate Social Responsibility (CSR) and Pembangunan Desa Berkelanjutan (PDB) Awards 2022**  
Silver Award: Acceleration of Village Development in Achieving Village SDG's through Village-Owned Enterprises and other CSR Programs - The Ministry of Villages, Development of Disadvantaged Regions and Transmigration in collaboration with the Indonesia Social Sustainability Forum (ISSF)

**Great Giant Pineapple**

**Sustainable Business Awards (SBA) 2022**  
Special achievement award as the second category - Sustainability Strategy, Business Ethic And Responsibility, UN SDGs - Global Initiatives dan Partner

**Great Giant Foods**

**HR Tech Festival Asia**  
Finalist - HR Team of The Year - HRM Asia

**Great Giant Pineapple**

**Penghargaan Lembaga Kerja Sama (LKS) Bipartit Tahun 2022**  
1st Winner of Lampung Provincial Level - Kementerian Ketenagakerjaan RI

**Great Giant Pineapple**

**Digital & Green Award 2022**  
Best Green Energy Practice - Lampung Post

**Great Giant Pineapple**





## Milestones

1973

PT Umas Jaya Farm was established in Lampung to manage cassava plantations and produce tapioca flour

1985

GGP made its first export of canned pineapples.

1995

PT Sewu Segar Nusantara (SSN) was established as a fresh fruit distribution company

2011

- The Biogas Plant project was built to manage liquid waste generated by GGP pineapple factory and tapioca factory
- The Liquid Organic Biofertilizer (LOB) Plant project was built to produce organic liquid fertilizer for internal consumption

1979

PT Great Giant Pineapple (GGP) was established to operate a Smooth Cayenne pineapple plantation and produce canned pineapples

1990

- PT Great Giant Livestock (GGL) was established, engaged in the livestock business. GGL processes pineapple and tapioca production waste into animal feed and provides animal manure as fertilizer for plantations
- PT Umas Jaya Farm changed its name to PT Umas Jaya Agrotama (UJA), a subsidiary of Gunung Sewu Kencana Group which currently specializes in producing tapioca flour.

2008

PT Bromelain Enzyme (BE) was established to utilize pineapple cobs and produce bromelain enzymes



# Milestones

2014

PT Sewu Segar Primatama (SSP) was established to present a new lifestyle through various cold pressed juice drink

2017

- Digitalization of HR management by introducing an integrated portal called Genesys
- Support Packaging Material Plant: plastic recycling into net foam, plastic angle and foam sheet

2012

Compost Production Facility (Compost Plant) was built to manage cow manure waste from GGL into compost fertilizer

2016

- GGL developed the first lowland cattle farm to produce fresh milk under the Hometown brand
- Great Giant Foods (GGF) was established as a brand entity to unify all business units
- Commencement of fruit farmer partnership program, Farmers Empowerment Partnership (FEP)

2022

- Preparation of the GGF Long Term Plan which focuses on sustainability
- Development of GGP Sustainability Roadmap



# Grow Great Towards Sustainability



## Navigating Present Sustainability Hurdles

The COVID-19 pandemic has had a significant negative impact on progress toward sustainable development, and caused delays in the shift toward greener and more inclusive economies. The United Nations reported in 2020 that many Sustainable Development Goals (SDGs) were stalled or reversed due to the pandemic's impact, including ending poverty, achieving food security, improving nutrition and promoting healthy lives, ensuring sustainable consumption, and combating climate change. The situation is equally concerning at the national level. Indonesia Bureau of Statistics reported an increase in the number of people living in extreme poverty and the Prevalence of Undernourishment (PoU), indicating that more people cannot afford to meet their basic nutritional needs for a standard, active, and healthy life. Additionally, food loss has increased, and a significant percentage of waste remains unmanaged while greenhouse gas emissions continue to rise.

Through the National Medium-Term Development Plan (RPJMN) for 2020-2024, the Indonesian government has pledged to address the aforementioned issues and set targets for 2024, including reducing the number of PoU

to 5, increasing the amount of managed waste by 400% from the 2019 baseline, and reducing greenhouse gas (GHG) emissions by 27.3% from the 2019 baseline. Achieving these targets requires collaboration from stakeholders from all sectors and levels. This collaboration is elaborated further in the President's Decree No. 59 of 2017 on Implementing the Sustainable Development Goals, which calls for collaboration between the government, private sectors, academia, and community. The Decade of Action, called for by the United Nations in 2020, aims to mobilize all sectors of society to accelerate efforts towards sustainable solutions at three levels: global, local, and people action. At the people level, the private sector is expected to contribute alongside other stakeholders.

GGF recognizes its potential impact and is committed to supporting the nation's efforts to address the aforementioned issues. We are allocating additional resources to enhance our awareness, knowledge, and skills to achieve this. We have proactively evaluated our business practices within the Environmental, Social and Governance (ESG) framework to ensure they align with responsible and sustainable

principles. By incorporating ESG considerations into our operations, we can better manage risks and create long-term value for all stakeholders. Our business model and strategies align with sustainability principles, and we constantly drive innovation in our company to improve our business approach towards sustainable development and contribute to achieving Sustainable Development Goals.





# Approaching Sustainability for A Greater Future

## The Groundwork for Sustainable Business [GRI 2-22]



### Strategy

- Company Policy
- Standard Operating Procedure
- Sustainability Pillars
- Sustainability Key Performance Indicators
- Sustainability Risk Assessment
- Impact Assessment



### Action

- Sustainability Governance
- Sustainability Initiatives
- Capacity Building
- Stakeholder Involvement
- Certifications
- Cultivate Outstanding Local Fruits



### Monitor and Evaluate

- Weekly and Monthly Meeting
- Project-specific Meeting
- Monthly report
- Meeting with President Director and Managing Director of Operations



### Disclosure




- Sustainability Report
- Corporate Social Responsibility (CSR) Report
- Regular Report to Consumers
- Company Website

Sustainability is deeply ingrained in our business strategy at GGF, delivering added value to the Company. This reporting period holds significant importance as it underscores the role of sustainability in achieving our long-term plans. In 2022, we set our long-term goal of achieving global dominance in our key product, boost the competitiveness of outstanding local fruits products to become a leader in the tropical fresh fruits market, both domestically and internationally. Sustainability serves as a key driver to accomplish this objective. We have implemented a more robust, focused, and specific sustainability approach that will guide us toward our intended outcome. Our sustainability commitment has been integrated into our internal standard operating procedures and company policy, and we are working to establish a comprehensive sustainability policy in the coming year. [GRI 2-23] [GRI 2-24]

Our sustainability approach is built on three pillars: Great Lives, Great People, and Great World. Our commitment is to be a positive force that promotes Great Lives by offering the community healthy product choices with the aim of improving their quality of life. To

achieve this, we continuously enhance our production quality and prioritize sustainable practices in all our processes. We are also dedicating our resources to empower Great People in our company and the surrounding community in order to improve their well-being and

the quality of our workforce. Furthermore, to create a sustainable Great World, we are taking extra measures to improve our production efficiency and reduce the emissions and waste we generate.

	GREAT LIVES	GREAT PEOPLE	GREAT WORLD
Commitment	We aim to support healthier eating and lifestyle behavior that nourish individuals socially as well as culturally.	We aim to support the satisfaction of our employees and community in an effort to support Sustainable Development.	We aim for sustainable farming, protecting soil & water, reducing carbon footprint, and applying integrated waste management.
Indicator	<ul style="list-style-type: none"> <li>• Providing nutritional support to the community by distributing healthy food produced by the Company and raising awareness about the importance of healthy food.</li> <li>• Carry out sustainable nutrition improvement interventions as an acceleration of stunting prevention efforts for 10,000 children by 2030.</li> </ul>	<ul style="list-style-type: none"> <li>• Creating shared value for 6,000 farmers &amp; small – medium enterprises to grow their businesses by 2030.</li> <li>• Implementing environmentally friendly human resource management.</li> <li>• Encouraging employee engagement and supporting gender equality at every job level.</li> <li>• Preventing accidents to ensure employee safety and improve employee welfare.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero emission in our operations (Scope 1 &amp; 2) by 2050.</li> <li>• 30% emission reduction in 2030 with reference to the 2021 baseline.</li> <li>• Circular economy for zero depreciation and food waste to landfill by 2030.</li> <li>• Effective collaboration with stakeholders for circular economy.</li> <li>• Implement regenerative agriculture and precision agriculture in all operations.</li> </ul>
SDGs Addressed	   	        	      

## GGF Responsible Business Fundamental Principles

1



Business  
Credibility

2



Safety at  
Work

3



Product Safety  
and Quality

4



Sustainable  
Innovation

5



Responsible  
Communication

6



Safeguarding  
Data  
& Information

7



Engaging  
with  
Stakeholders

8



Committed to  
Transparency

GGF's dedication to sustainability goes hand in hand with our unwavering commitment to operate in full alignment with national and international regulations. By complying with established frameworks, we ensure the ethical conduct of our business practices and contribute to the long-term sustainability of our operations. This commitment not only upholds our values but also provides a solid foundation for our business impact to thrive and expand over time. We are delighted to announce that throughout the reporting year, GGF has maintained zero instances of non-compliance with applicable laws and regulations. This achievement highlights our steadfast commitment to responsible and lawful business operations.

[GRI 2-27]





## Material Topics [GRI 3-2][GRI 3-3][GRI 2-25]

The material topics analyzed in this report were determined using the method addressed in the GRI Universal Standards 2021 (elaborated further in the **“About This Report”** chapter).

The material topics encompass positive and negative economic, environmental, social, and human rights impacts. The assessment of each impact’s significance involves calculating its severity and likelihood, then selecting the most

material issues using a threshold. External consultants and stakeholders were involved in identifying the material topics. The report highlights ten material topics:

MATERIAL TOPICS	ISSUES	ISSUE MANAGEMENT
<b>Circular Economy</b>	We recognize the potential of circular economy in transforming waste into a valuable asset. This allows us to create new revenue streams, reduce costs, and strengthen our competitive advantage while benefiting our partners, community, and consumers.	Implementing a sustainable integrated farming model promoting a closed-loop system in our farming process, management of plastic waste, and efforts to minimize food loss & food waste.
<b>Waste</b>	Our plantation and factory activities generate biomass waste, including liquid waste and dead-stock materials, that poses a risk of contaminating surface water and accumulating. Our operational activities also result in domestic waste.	<ul style="list-style-type: none"> <li>• Implementing Environmental Management System (EMS) following ISO 14001.</li> <li>• Innovation in Bio-Fertilizer, Maggot, Vermicompost, and Biochar.</li> <li>• Reducing waste and pollution by using renewable resources, recycling non-renewable resources, implementing zero-waste clean technology, and incorporating spatial planning.</li> </ul>
<b>Climate Change</b>	Our operations are inherently linked to the risks associated with climate change due to the level of greenhouse gas emissions we produce. These emissions can contribute to prolonged droughts and water scarcity.	<ul style="list-style-type: none"> <li>• Transitioning towards sustainable energy sources and expanding the adoption of renewable energy through developing in-house energy technology.</li> <li>• Engaging in carbon offsetting activities to increase carbon reduction capacity.</li> <li>• Achieving Zero Carbon Emissions by 2050.</li> </ul>

MATERIAL TOPICS	ISSUES	ISSUE MANAGEMENT
<b>Sustainable Resource Use</b>	Our operations consume a significant amount of water and energy resources, which could lead to resource scarcity in the future.	<ul style="list-style-type: none"> <li>• Implementing the SIDEDEC (Sustainability, Interdependence, Diversity, Equity, Cohesion) principles in managing and utilizing natural resources.</li> <li>• Implementing the SWAT (Soil Water Assessment Tools) Model.</li> </ul>
<b>Good Employment Practices</b>	We employ approximately 25,000 individuals, and we are dedicated to providing fair and ethical treatment to all of our employees, including a safe working environment and professional development.	<ul style="list-style-type: none"> <li>• Providing job positions, fair compensation, and promotion without discrimination based on gender, ethnicity, or seniority.</li> <li>• Enabling a direct channel for employees to raise grievances to the human resources head and chief executive officer.</li> <li>• Adopting measures to implement procedures for occupational health and safety efficiently.</li> <li>• Conducting trainings to address skill gaps in industrial expertise.</li> </ul>
<b>Product Quality and Customer Satisfaction</b>	We distribute our products in around 65 countries and prioritize the safety and quality of our products to meet the standards and regulations of each country.	<ul style="list-style-type: none"> <li>• Maintaining product quality to meet food safety standards and certification, such as British Retail Consortium (BRC), International Featured Standards (IFS), ISO 22000, and Global G.A.P.</li> <li>• Ensuring the highest quality standards by complying with standards and certification on environmental sustainability, ethical business practices, and occupational health and safety.</li> <li>• Improving the traceability of all our products, including our Pineapple product which is 100% traceable to the harvesting location.</li> </ul>

MATERIAL TOPICS	ISSUES	ISSUE MANAGEMENT
<b>Sustainable Supply Chain</b>	Implementing sustainable practices throughout the supply chain to help the Company improve the efficiency and resilience of the supply chain, as well as promoting an inclusive supply chain.	<ul style="list-style-type: none"> <li>• Integrating environmental and social aspects in the supplier due diligence process.</li> <li>• Conducting periodic supplier assessments to ensure the quality of their products and business practices.</li> <li>• Requiring suppliers to provide raw materials that have obtained certification from the Global Food Safety Initiative (GFSI).</li> <li>• Inclusion of smallholder farmers in the supply chain.</li> </ul>
<b>Economic Performance</b>	Our economic performance reflects not only our financial health and profitability but also our capacity to generate value for our stakeholders.	<ul style="list-style-type: none"> <li>• Increasing production and maximizing productivity.</li> <li>• Streamlining processes to reduce inefficiencies.</li> <li>• Implementing a closed-loop system to reduce costs, create a competitive advantage, and generate additional revenue streams.</li> </ul>
<b>Stakeholder Engagement &amp; Community Empowerment</b> [GRI 13.22.1][GRI 413-2][GRI 13.12.3]	<p>Massive unemployment within the local communities around the operational area due to digitalization and efficiency.</p> <p>Based on the results of the Environmental Impact Assessment (AMDAL) conducted in our main operational area in Lampung, the Company's activities may have negative impacts such as:</p> <ol style="list-style-type: none"> <li>1. Traffic congestion during worker mobilization during work entry and return hours.</li> <li>2. Air quality degradation.</li> <li>3. The use of groundwater, which is feared to disrupt residents' groundwater reserves.</li> </ol>	<ul style="list-style-type: none"> <li>• Inviting local communities from nearby villages to participate in employee selection process.</li> <li>• Creating shared value by empowering the local community to become our partner.</li> <li>• Supporting the growth of local economy by supporting the community micro-finance program.</li> <li>• Providing trainings for local communities through collaboration with government job training centers.</li> <li>• Conducting corporate social responsibility programs. Our operations result in the creation of supplementary facilities, such as schools, housing, hospitals, and entertainment facilities.</li> <li>• Regulate and manage traffic, provide shuttle for employees and school children.</li> <li>• Manage the environment, monitor and report regularly to relevant agencies.</li> <li>• Monitoring groundwater quality, providing clean water and borehole assistance to the community.</li> </ul>



## Beyond Sustaining: GGF Commitment to Regenerative Agriculture and Circular Economy

Our passion is to grow quality products in innovative and sustainable ways. We have been working to reduce harm to the environment by shifting our agricultural process from degenerative to sustainable agriculture, with the hope that we can maintain our environmental

productivity and enhance its quality. We are focusing on our long-term mission of regenerative agriculture, moving agriculture from “non-degrading” to “enhancing”. We aim to regenerate or renew the productivity and growth potential.

As part of our dedication to this long-term mission, we have implemented a Circular

Economic Model, where economic agents conserve resources that are owned and can be used for as long as possible. This is done to maximize the usage of existing resources. The concept of a circular economy not only focuses on zero waste, but also on social factors, the provision of resources, and sustainable energy.

## Regenerative Agriculture at Great Giant Foods



### Soil

Improving soil health to ensure productivity of soil in long term use



### Water

Efficient use of water resources and maintaining water catchment areas to improve the balance of water resources



### Biodiversity

Development of biocontrol to converse biodiversity



### Climate

Increase the efficiency of energy use and reduce chemical fertilizers to reduce greenhouse gas emissions



### Precision Agriculture

Precision in using resources in every GGF business process

## Sustainability Milestones & Ambition

During the reporting period, we have made significant efforts to strengthen our commitment to sustainability. We have established an internal sustainability key performance indicator that prioritizes emission reduction, soil and water sustainability, reducing food waste, and promoting circular economy practices. We are also dedicated to developing shared value programs that benefit the community. In line with our emission reduction objectives, we have set a roadmap to achieve zero carbon emissions by 2050.

GGF has set 4 key sustainability objectives to achieve by 2027, which include decarbonizing GGF's operations, supporting sustainable farming, generating circularity from food loss and biomass, and empowering community partnerships. Our decarbonization efforts focus on transitioning to renewable energy sources and implementing carbon offsetting measures. To support sustainable farming, we enhance soil carbon, invest in water reservoirs, conduct rain harvesting, and reuse wastewater. Our circularity initiatives involve transforming

food waste and biomass into useful resources, and improving the community's nutrition.

### GGF Sustainability Objectives 2027

1. Decarbonising GGF Operation
2. Support Sustainable Farming
3. Generate Circularity from Food Loss & Biomass
4. Empower Community Partnership

## GGP Sustainability Milestones

Our main entity, GGP, has been implementing sustainability initiatives since 1980. This includes actively maintaining natural lagoons to harvest rainwater, reducing groundwater consumption. Over the years, GGP has implemented more comprehensive sustainability strategies. In the reporting year, GGP developed a 5-year ESG roadmap referring to international frameworks like the S&P Global Standard to improve its ESG performance.

These measures will be implemented starting in 2023.

During the first year of implementing the ESG Roadmap, GGP will focus on the Mastery stage, which aims to enhance mutual understanding of ESG principles, improve policies, and take collective action. In the second year, the focus will shift to the Performing stage, which involves implementing ESG practices,

forming partnerships, and monitoring progress. In the third year, GGP will aim for Excellence, focusing on evaluating and reporting on the impact of ESG initiatives and measuring performance. The fourth year, called the Inspire stage, will focus on improving internal and external communication about ESG. Finally, in the Sustaining stage, GGP aims to become a national leader in ESG practices.

## GGP Sustainability Milestones



Furthermore, GGP has conducted a Sustainability Risk Assessment (SRA) to identify business risks and opportunities in order to strengthen the long-term vision of the Company and align its sustainability goals. The SRA will be integrated into GGP's Enterprise Risk Management (ERM) process, capturing risks that have not been previously identified. Two standards were referenced during the SRA process: the first being ISO 26000:2010, which relates to Social Responsibility and is used as a reference for setting context, and the second being ISO 31000:2018, which provides guidelines for Risk Management processes. The assessment focuses on identifying risks in three major aspects of People, Profit, and Planet (3P). By

conducting this assessment, GGP is taking proactive measures to identify potential risks and implement measures to mitigate them, ensuring the long-term sustainability of the Company and its operations. In addition, GGP has identified climate-related risks and opportunities in line with management strategies and processes as well as recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). This climate-related risk assessment is an important step in demonstrating an understanding of the risks and our efforts to take steps to mitigate the impact of climate change on business operations. This strategic approach will remain our main focus in the future.

### GGP SRA Procedure





# SUSTAINABILITY GOVERNANCE [GRI 2-12] [GRI 2-12]

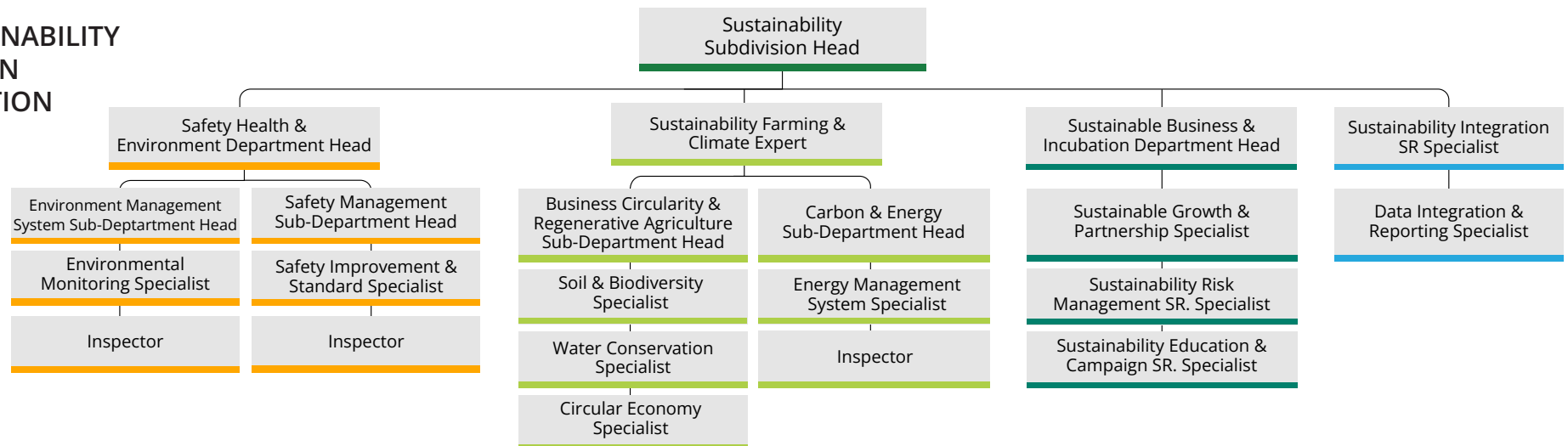
## Sustainability Subdivision

GGF has shown its commitment to sustainability by establishing a dedicated Sustainability Subdivision. The Sustainability Subdivision is responsible for ensuring that GGF can provide an optimal positive impact on stakeholders and environmental sustainability while minimizing negative impacts caused by Company operations. They are also tasked with building strategies to maintain all resources' sustainability and strengthen the Company's contribution to sustainable development. This subdivision comprises of several departments, including the Safety Health & Environment Department,

Sustainability Farming and Climate Expert, Sustainable Business & Incubation Department, and Sustainability Integration SR Specialist. The President Director of GGF holds the highest level of responsibility for the Sustainability Subdivision. To oversee and support the daily operations of the Sustainability Subdivision, the President Director has assigned the role to both the Managing Director of Operation and the Managing Director of Production and Sourcing. This demonstrates the firm commitment of GGF senior management to prioritize sustainability.

This decision demonstrates that sustainability is an essential aspect of GGF's overall business strategy, and the Company recognizes the importance of having a specialized team focused on sustainability issues. With the expertise and knowledge provided by this subdivision, GGF can effectively implement and manage sustainable initiatives throughout its operations, which helps to ensure that the Company can continue to operate responsibly and ethically while delivering quality products to its customers.

## GGF SUSTAINABILITY SUBDIVISION ORGANIZATION STRUCTURE



## Monitoring and Evaluation <sup>[GRI 2-25]</sup>

Monitoring and evaluation is an essential component of our sustainability strategy as it provides a framework to track progress, identify gaps, and make necessary adjustments. By regularly monitoring and evaluating sustainability initiatives, we can ensure that we are meeting our goals and objectives effectively and efficiently.

At GGF, we take this process very seriously and have put in place several measures to ensure that we meet our goals and stay on the right track. Our monitoring and evaluation process includes regular weekly and monthly meetings, as well as project-specific meetings to discuss progress and address any challenges that arise. Our progress is reported monthly in a written report. Furthermore, our President Director and Managing Director of Operations monitor our sustainability performance every month through these meetings. Looking ahead, we are planning to conduct a Social Return on Investment (SROI) assessment for our social projects in the upcoming year. This will help us better understand the social and environmental impact of our projects and ensure that we continue to prioritize sustainability in all of our business practices.

In addition to the monitoring and evaluation processes mentioned earlier, we are committed to regularly reporting our sustainability performance through various channels. Our

Annual CSR Reports and Biannual Sustainability Reports provide a comprehensive overview of our sustainability initiatives and progress to the public. We also report our energy and environmental performance, as well as more detailed sustainability performance to our consumers, who have become increasingly interested in the sustainability practices of the companies they support. By sharing this information, we aim to increase transparency and accountability and inspire others to join us on the journey towards a more sustainable future.

## Stakeholder Engagement

<sup>[GRI 2-29] [GRI 413-1] [GRI 13.12.2]</sup>

GGF embraces the scope of stakeholders from the AA1000 Stakeholder Engagement Standard (SES) 2015, which includes individuals, groups of individuals, or organizations that are affected or could be affected by GGF's activities, products, or services, as well as by the associated performance with regard to the issues addressed by the engagement.

GGF recognizes the importance of including and engaging all stakeholders and is committed to continuously improving our approach to stakeholder engagement. Our main entity, GGP, has utilized the AA1000SES (2015) to identify stakeholders. The standard categorizes stakeholders into five attributes: Dependency, Responsibility, Urgency, Influence, and Diverse Perspective.

### Dependency

If the individuals or group are directly or indirectly dependent on the company activities, products, or services and associated performance, or on whom the company is dependent in order to operate.

### Responsibility

If the company has legal, commercial, operational or ethical/moral responsibilities towards individuals or groups.

### Urgency

If individuals or groups need immediate attention from the company related to economic, social or environmental issues.

### Influence

If individuals or groups have influence on the company or other stakeholders' strategies or policies.

### Diverse Perspective

If individuals or group(s) have different views that could affect the situation or encourage new action.

## GGP STAKEHOLDER IDENTIFICATION

Stakeholders	Establishment Basis	Main Topics and Issues	Approach	Frequency of Engagement
Shareholders	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Influence</li> <li>• Diverse</li> </ul>	The improvement of the company performance	General Meeting of Shareholders (RUPS)	At least twice in a year
		Support in the interests of shareholders	Work meeting	2 times in a year
			Reports	4 times in a year
Employees	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Tension</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	Guaranteed welfare of the employees and their families	<ul style="list-style-type: none"> <li>• Trade Unions and Collective Labor Agreements</li> <li>• Training and Education</li> </ul>	At least one national discussion, or as needed
		A healthy, safe, and sound work atmosphere	In-class forum	At least 4 times in a year
		A clear carrer path, equal performance appraisals and no discrimination practices	Knowledge sharing	At least once in a year/ working unit
			Employees Satisfaction Survey	At least once in a year
Customers	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Tension</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	Impeccable service	Coordination meetings	As needed
		Competitive and efficient service prices	Communication through any available media	As needed



Stakeholders	Establishment Basis	Main Topics and Issues	Approach	Frequency of Engagement
Suppliers	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	Compliance with regulations	Contracts and agreements	As needed
		Timely payment	Supplier gathering	Once a year
		An objective evaluation process	Supplier performance assessment	At least once per project
		Harmonious relationship	Surveys and questionnaires	Once a year
Government	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Tension</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	Compliance with regulations	Assessment and audit	At least once in a year
		The Company wellbeing	Financial reporting and audit	At least once in a year
		Economic contribution to the government (tax and subsidies utilization)	Compliance with obligations	In accordance with tax stipulation
Communities	<ul style="list-style-type: none"> <li>• Dependency</li> <li>• Responsibility</li> <li>• Tension</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	A harmonious relationship without any conflicts	Corporate Social Responsibility activity	As needed/ following the shareholders' stipulations
		The minimum negative impacts on the environment	Partnership program	According to the budget availability
		Harmonious relationship	Community training	At least once in a year
		Obtain broad access to information	In-class forum	As needed
Mass Media	<ul style="list-style-type: none"> <li>• Responsibility</li> <li>• Influence</li> <li>• Diverse</li> <li>• Perspective</li> </ul>	Harmonious relationship	Press conference	As needed
		Obtain broad access to information	Media gathering	Once in a year

# Grow Great Ethically



## Implementing Good Corporate Governance for Sustainable Growth [GRI 2-9]

GGF's commitment to implementing a sustainable business has implications on procedures and mechanisms for cross-value chain relationships and requires cross-sectoral synergy. The implementation is only possible in an operational environment with good governance. Governance becomes the system that controls and operates the organization and serves as an accountability mechanism for all stakeholders involved, both legally and ethically.

GGF implements good corporate governance (GCG) not only by complying with the provisions of the authorities or the applicable laws and regulations, but rather by the awareness that good governance is an important key to improving performance and sustainable competitive advantage. The implementation of governance is a fundamental strategy in building the awareness of each employee to place governance as a value in every activity at GGP.

Governance also functions as a mechanism for creating a balance in company control or a "check and balance" system so as to reduce opportunities for fraud and minimize the risk of mismanagement of the company.

In general, the implementation of GCG in GGF operations aims to:

1. Regulate patterns of sustainable relationships between the Company's main organs and other stakeholders, such as work partners, the community and the environment
2. Support development for the Company
3. Manage risks well
4. Increase responsibility to all stakeholders
5. Mitigate irregularities in Company management
6. Improve and strengthen the Company's work culture
7. Enhance the Company's image in the eyes of investors and all parties.

### Good Corporate Governance Principles

GGF implements GCG principles in accordance with provisions and regulations related to governance as stated in Law No. 40 of 2007 on Limited Liability Companies, guided by 5 governance principles, namely: Transparency, Accountability, Responsibility, Independence, and Equality and Fairness.

In addition, GGF also adopted the GCG principles agreed upon at the G20 Finance Ministers and Central Bank Governors Meeting, together

with the Organization for Economic Co-Operation and Development (OECD) at Ankara, Turkey, in 2015. [GRI 2-18]

The GCG Principles are as follows:

1. The basis for an effective governance framework
2. Treatment equation
3. Reasonable incentives to support the investment climate
4. The role of stakeholders related to the company in corporate governance
5. Openness and transparency
6. Corporate management responsibilities







## Governance Structure

GGP is the first business unit to operate within the GGF ecosystem. Since the beginning, operations implemented at GGP have strongly adopted the implementation of sustainable corporate governance. The adoption of sustainable corporate governance is evident

through GGP's ability to build business excellence and trust from consumers and industry, in order to become a recognized producer of canned pineapples and fresh fruits of the highest quality acknowledged by the global market.

GGP has already possessed the Governance structure and tools needed integrated with Risk management and Compliance, or also called the Governance Risk and Compliance (GRC). Implementing GRC in a coordinated model supports and improves efficiency, reduces non-compliance risks, and shares information more effectively. Consequently, it supports better decision-making in a risk-aware environment. An effective GRC program helps key stakeholders define policies from a shared perspective and comply with statutory requirements, in order for GGP's operations to be carried out seamlessly in policies, decisions and actions.

GGP's operations have laid the foundation regarding the management of sustainable business operations for other business units within GGF's scope of business. Therefore, until GGP becomes a reference in terms of governance management for all business units within GGF with a governance structure that includes the following the governance structure, which can be seen as follows:

1. General Meeting of Shareholders (GMS)  
Referring to Law No. 40 of 2007 on Limited

Liability Companies, GGP has a mechanism for a General Meeting of Shareholders (GMS) which is held to discuss the development and performance of the Company, including making changes or changing the Board of Commissioners and Directors.

[GRI 2-10]

2. The Board of Commissioners is a structure of the Company authorized to carry out general and/or specific supervision in accordance with the Articles of Association assisted by the Audit Committee, the Internal Audit unit and the Risk, Audit and Compliance Committee. In addition, the Board of Commissioners also plays an advisory role by providing advice to the Board of Directors. The Board of Commissioners supports all actions taken by the Board of Directors.
3. The Board of Directors is a structure of the Company that is authorized and fully responsible for managing the Company for the benefit of GGP, in accordance with the aims and objectives of the Company and for representing the Company, both inside and outside the court. In carrying out its duties and authorities, the Board of Directors is supervised by the Board of Commissioners. [GRI 2-11]

Meanwhile, to support the implementation of effective governance, GGP's governance structure is also equipped with a number of committees and units responsible for the following Board of Commissioners or Directors:

Committee	Responsible To	Main Responsibility
 <b>Audit Committee</b>	 <b>Board of Commissioners</b>	Supervise internal control and risk management, assisted by internal audits and external audits.
 <b>CLDC Committee</b>	 <b>Board of Commissioners</b>	Supervise the nomination and remuneration of Directors and employees.
 <b>Internal Audit</b>	 <b>Audit Committee</b>	Assess that the Company's internal controls are carried out properly and effectively and assess the risk management process implemented by the process owner.
 <b>Legal Corporate</b>	 <b>Directors</b>	Facilitating the relationship between the Directors, coordinating the holding of GMS and Directors' meetings.
 <b>Information Technology Security Unit</b>	 <b>Directors</b>	Implement, review, and improve information security controls including mitigating risks related to information security systems that are reported to the Board of Directors.
 <b>Risk &amp; Control Unit</b>	 <b>Directors</b>	Assessing the effectiveness of risk tolerance risk governance that can be taken by the Company. Provide input to risk owners for further improvement and monitor various potential risks faced by the Company.

### Strengthening Business Oversight and Strategic Planning through Regular Board of Directors Meetings

Regular meetings are held by the Board of Directors, Board of Commissioners and management to ensure a thorough understanding of the Company's operations, financial performance and potential business opportunities. This practice assists management in adapting to evolving circumstances, setting priorities, and strategizing for future growth.

Important matters regarding the Company's business operations are thoroughly discussed during the Board of Directors meetings, including potential and actual negative impacts on stakeholders, which are received through a grievance mechanism or other procedures. Important issues can also include significant issues or topics related to environmental, social and governance factors that are important to stakeholders and have a major impact on the long-term sustainability and reputation of the Company.<sup>[GRI 2-16]</sup>

Every year, regular meetings of the Board of Directors with the Board of Commissioners and other management levels are held at least once every quarter.



## Capacity Building for Governance Body Members [GRI 2-17]

As a company that is committed to strictly implementing GCG, GGF ensures that the members of the governance body have qualified competence so that they can carry out their authority effectively. The Company periodically organizes training activities for members of the governance body to accommodate the development of professional knowledge, competence and leadership abilities for Commissioners, Directors and the Board of Directors to be in line with the latest developments in various aspects such as economic, operational, environmental, social and good governance.

During the reporting year, a total of 229 hours of training were conducted for members of the highest governing body. The training was attended by Associate Directors and Directors with various training topics such as leadership, food safety standards, labor regulations, and others.

## Governance Performance Assessment [GRI 2-18]

GGF regularly and continuously reviews the implementation of GCG principles by the Company. Evaluation of the GCG implementation performance by BOD is carried out during the annual GMS or extraordinary GMS. Aspects of the review includes evaluations of: the level of compliance, development, improve and evaluate the entire system, as well as formulating policies, documents or procedures to support the creation of an integrated, planned and controlled work system.

The results of GGF's governance performance evaluation during the 2021-2022 reporting period show that all governance tools have carried out their duties and responsibilities effectively. All components of the governance system have carried out their respective functions and oversight of the implementation of corporate governance, as well as ensured the Company's compliance with applicable laws and regulations. [GRI 2-18]

## Proud Recognition of Achievements in Good Corporate Governance

GGF's commitment to implementing GCG in supporting the success and sustainability of the Company is evidenced by the success of one of its business units, namely, PT GGP winning Deloitte's Best Managed Companies global award for two consecutive years (2021-2022). This international standard award assesses the success of outstanding private companies from various countries in managing their organizations and contributions to the industry and economy. The assessment component covers business management in various areas, including strategy, capability and innovation, culture and commitment, governance and finance.



# Ethics and Integrity as the Main Foundation of Responsible Governance

Commitment of adherence to ethics and integrity in running a business is a value that has been instilled by the founders of GGF (or also known as the founders mentality) since the beginning of GGF's operations. GGF believes that the Company's success in continuing to develop a leading agribusiness and horticulture company in the present and future will be greatly influenced by the commitment to carry out operations in a responsible manner, comply with policies that apply domestically and internationally, and respect business ethics.

GGF implements this commitment by issuing a Company Code of Ethics, which serves as a guideline for behavior and interactions for GGF individuals that apply both internally and to external stakeholders.

This Company Code of Ethics comprehensively outlines how individuals should behave, interact with stakeholders, and relate to one another on five aspects that are the focus of the discussion. The five aspects are then described in detail into 27 sub-aspects. This document also contains provisions on sanctions for violations committed in every aspect.

## Five Aspects of the Company's Code of Ethics

### Working with Customers and Business Partners

This aspect regulates a number of important topics regarding behavior and ethics that must be applied when doing business and handling transactions with customers and business partners so that no party is harmed.

### Relations with External Parties

This aspect regulates behavior and ethics when dealing with government agencies, officials, international public institutions, and the public.

### Practice Integrity

This aspect regulates that GGF individuals uphold their commitment to act and behave professionally by upholding integrity, consistently being honest, and taking the right actions within the corridors of laws, regulations and best practices.

### Work Environment

This aspect regulates the behavior and ethics of GGF individuals to commit to protecting human, natural and other physical resources under the Company's control by complying with the laws governing these resources.

### Protecting Information and Assets

This aspect regulates employee behavior and ethics in protecting and using Company resources/assets properly.

The Company Code of Ethics document also includes various policies for ethical business conduct as follows:

#### **Anti-Corruption and Anti-fraud Policy** <sup>[GRI 205-1]</sup>

GGF is committed to maintaining the highest standards of ethics and integrity in doing business, hence any acts of fraud, bribery and corruption are not tolerated. All GGF employees and leaders are bound by an agreement to comply with the provisions of the third aspect of the Company's Code of Conduct regarding the prohibition of accepting bribes in any form for all GGF employees. They are also prohibited from giving bribes, payments, gifts or any other resources to win elections, contracts or to obtain any other form of unlawful advantage. Employees are required to report any attempted bribery or inducement to act in a way that could harm the Company.

#### **Anti-Money Laundering Policy**

GGF is committed to complying with anti-money laundering and anti-terrorism laws around the world. The first aspect of the Company's Code of Conduct states that GGF will only do business with customers with a good reputation, conduct legitimate business activities and obtain funds from legitimate sources. All employees are required to follow Company Regulations regarding legal forms of payment, and comply with anti-money laundering laws by reporting suspicious funds or transactions.

#### **Insider Trading Prevention Policy** <sup>[GRI 3-3]</sup>

The third aspect of the Company's Code of Ethics regulates the policy of preventing Insider Trading. GGF requires all employees to maintain the confidentiality of Company information and prohibits using Company information that has not been made public for personal gain, or for the benefit of other parties, for example, by selling or buying shares on the basis of price-related information. Using information for personal or other people's benefit is called insider trading, can result in serious criminal acts and/or public punishment.

#### **Managing Conflicts of Interest** <sup>[GRI 2-15]</sup>

GGF requires employees to ensure that personal interests do not conflict with business and customer interests. The third aspect of the Company's Code of Ethics states that employees are prohibited from conducting business activities on behalf of GGF with companies that can provide unfair benefits to employees other than those stipulated in the Employment Agreement.

During the reporting period, there were no matters indicating a conflict of interest in any decisions taken by the Company.

GGF is also not involved in political activities and does not contribute materially or financially to political activities. Furthermore, we do not conduct lobbying activities to influence government policies. This is based on the mandate of our corporate code of ethics and the principle of neutrality in conducting business.

#### **Maintaining Ethical Behavior through Effective Communication and Whistleblowing Channels** <sup>[GRI 2-25] [GRI 2-26]</sup>

GGF is committed to ensuring compliance with the Company's Code of Ethics, Company rules/policies, and Company Regulations that apply in operational areas as well as other relevant statutory provisions at the national and global levels.

In detail, the Company Code of Ethics has formulated a formal violation reporting mechanism as well as provisions for sanctions of any violations committed in the form of disciplinary action which can lead to termination of employment. This system is structured to avoid conflicts or disputes between related parties and find the right solutions to problems that arise.

GGF developed a Three Lines of Defense mechanism to manage reporting of violations of the Company's Code of Conduct.

1. Compliance Officer Ethics & Whistle Blower Management  
Assessment of risks and controls within

each business unit or area of responsibility within the organization. GGF provides a whistleblower complaint system as the main mechanism for anticipating violations and channelling concerns or complaints regarding alleged violations that have occurred.

## 2. Risk & Control

GGF develops a risk management system as a mechanism to ensure that the Company is able to manage and control the various risks and challenges it faces, including managing opportunities for the Company.

## 3. Internal audit

GGF implements an internal audit mechanism as a procedure to oversee the establishment, implementation and evaluation of risk management and control processes.

### Whistleblowing Mechanism

GGF has prepared a reporting channel that is managed in a transparent and fair manner through the Whistleblowing System (WBS). This reporting tool can be utilized by GGF employees, in particular and any stakeholders to report any behavior or actions within GGF's operations that are indicated to violate the code of ethics, GCG principles, or applicable laws and regulations.

WBS is a form of GGF management's commitment to create a clean and integrity work

environment. Every report that is proven to be true will be subject to sanctions in accordance with the Company's Code of Ethics and other relevant laws and regulations.

Any employee or stakeholder who finds something that is not in accordance with the Company's Code of Ethics and/or applicable legal regulations can submit a report through a complaint contact or discuss with a compliance partner in each of the Company's operational areas. Incoming reports will be managed by a Compliance Officer, who is under the supervision of the Human Capital Department. In following up on reports of violations, the Compliance Officer can coordinate with related units such as the Internal Audit team. Reports can be submitted anonymously and will be processed by first considering the seriousness of the contents of the report, credibility, and the evidence submitted, as well as the possibility of confirming Reporting.

The Company guarantees protection to reporters based on Law No. 13 of 2006 on Witness Protection. GGF will maintain the confidentiality of the reporter's identity and protect against certain impacts and risks that could be detrimental to the reporter in the future. The reporter is also guaranteed the right to obtain information regarding the follow-up of his report.

### Whistleblowing Reporting Flow





During the reporting period, there were no recorded incidents of corruption, fraud, money laundering, or conflicts of interest through the whistleblowing mechanism.

GGF management periodically and continuously conducts compliance campaigns with the Company's Code of Ethics and reporting mechanisms that can be used through various media and communication channels owned by the Company, such as banners, flyers, newsletters and webinars.

### Guidelines for Communication with External Parties and Handling

GGF also completes the code of conduct and interaction for individuals within GGF's operational scope, specifically at plantation locations, by developing the Guidelines for Communication with External Parties and Their Handling. This guideline only applies to the business area of the GGF unit in Lampung Province.

This guideline aims to ensure that GGF employees deliver information/feedback, handle complaints to external parties in accordance with the standards and regulations that apply in the Company, which is also well documented.

Meanwhile, the External Relations team is responsible for managing and recording

incoming information, complaints or complaints. If a follow-up process is required, the External Relations team will coordinate with the authorized officials within the Company to resolve incoming complaints or grievances. In 2021, there were no complaints coming through communication channels in the GGF Lampung area. Meanwhile in 2022, there was one complaint that came from the GGF Lampung area scope and has been followed up on for resolution.

### Risk Universe GGP



### Risk Management

As a company that focuses on sustainability, GGF ensures that the business operations that are organized are able to manage the

Company's risks in achieving the set business growth targets. One of the GGF units, namely GPP, has developed a risk management framework that integrates enterprise risk management (ERM) with the assistance of a consultant.

The implementation of risk management in GGP refers to two commonly used frameworks in accordance with the understanding of each process owner, namely ISO 31000:2018 which is used to map risks in the Operational sector (plantation, Factory, Supply chain, etc.) and risk assessment standards issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) which are used to map risks in the financial (finance) and IT sectors.

GGP identifies risks based on the following methods:

- Hazard Analysis & Operation (HAZOP)
- Hazard Analysis and Critical Control (HACCP)
- Structure What if
- Cause and Effect Analysis
- Environmental Risk Assessment

GGP maps the risks that have been identified in the "Risk Universe" which we then categorize into four risk categories, namely: Compliance Risk, Financial Risk, Operational Risk, and Strategic Risk which are then divided into several risk indicators to determine the mitigation efforts.

## Evaluating and Developing Effective Risk Management through Risk Maturity Assessment

The Risk Maturity Assessment aims to measure the maturity level of understanding the management of risk officers and risk owners. In addition, this measurement also aims to see the extent to which the Company implements risk management principles, frameworks and processes based on ISO 31000:2018. GGP is committed to periodically conducting Risk Maturity Assessments.

During the reporting period, GGP already has a risk management framework and principles; implementation of integrated risk management throughout the Company organization carried out by each risk owner and focusing on risks with high impact; as well as the involvement of all stakeholders.





# Grow Great Product





## A Journey from 'Farm to Table'

# 'From Farm to Table': Responsible Supply Chain for Quality Products

As a leading agribusiness company and food producer in the world, we have a vision to nourish people's lives with quality food that is produced in a sustainable and innovative manner. Our commitment to support this vision is reflected in the pillar of sustainability Great Lives through a commitment to continue to provide nutritious and healthy products for consumers and to prioritise sustainable practices in all processes and activities that we carry out.

GGF's goal is to ensure the journey of our products from raw materials to products for consumption, "from farm to table", based on quality, health and environmental management while maintaining transparency and traceability along this journey. Starting from raw materials, the Company implements sustainable integrated agricultural management with a circular economy concept, which allows us to ensure the integrity and traceability of our products and reduce the impact on the environment. We are also building an inclusive

supply chain with smallholders to create shared value and a resilient supply chain.

From the production to packaging process, GGF implements stringent quality control and food safety measures to maintain the integrity, freshness and safety of our products. The Company also pays attention to product distribution and storage to ensure that their products reach consumers in optimal conditions, with maximum freshness and taste.



## 2022 Performance Overview

Supply	Farmer Partnership	Supplier Assessment
<p><b>66%</b> of facilities supplying processed pineapple products are GGP certified by the Global Food Safety Initiative (GFSI) in 2022</p>	<p>Partnership with more than <b>1,200</b> local plasma cattle</p>	<p><b>100%</b> of GGP's new suppliers have signed the Integrity Pact and filled out the Supplier Qualification Assessment Form</p>
<p>In 2022, <b>78%</b> of total local suppliers from Indonesia</p> <p>In 2022, <b>48%</b> of the total purchase transaction from local suppliers</p>	<p>Partnership with <b>1,007</b> banana, avocado and papaya farmers in 5 provinces in Indonesia</p>	<p><b>Traceability</b></p> <p><b>100%</b> of pineapple raw materials traceable to the harvest location</p> <p><b>100%</b> of canned pineapple product traceable to supplier level</p>

## Safe and Quality Products

	<b>Fresh Fruit</b>	100% certified to Global G.A.P standards (pineapple, banana and guava)
	<b>Processed Fruit</b>	100% certified to ISO 22000:2018 standard, FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety and IFS Food Standard
	<b>Milk</b>	Veterinary Control Number (NKV) certified facility 100% CPPOB and Halal certified
	<b>Cold Pressed Juice</b>	100% HACCP certified and Halal
	<b>Bromelain Enzyme</b>	100% GMP, FSSC 22000, Halal and Kosher certified
	<b>Tapioca</b>	100% certified ISO 22000, SNI 3451, and Halal

## SDG Contribution



## Responsible and Inclusive Supply Chain

GGF's commitment to developing an inclusive and responsible supply chain is based on the belief that a responsible supply chain goes beyond delivering high-quality products, but also encompasses the well-being and empowerment of all stakeholders involved.

Inclusivity is at the heart of our approach. The Company strives to create a value chain ecosystem that embraces diversity, ensuring equal opportunity and fair treatment for all. GGF recognizes the value that comes from engaging and empowering local smallholders and suppliers in our operations. Through our initiatives, we hope to create shared value, promote economic growth and sustainable development in the communities where we operate.

The main focus of our responsible supply chain practices is environmental and social sustainability throughout our supply chain. We encourage our suppliers to join in on our sustainability journey through their compliance with our policies in the areas of quality, product safety, environmental management, respect for human rights and work safety. In addition, to minimize environmental impact, we adopt



a circular economy concept by utilizing waste and by-products as raw materials for other processes. This allows us to optimize the use of resources and run zero-waste operations.

### Procurement Practices and Supplier Assessment <sup>[GRI 308-1]</sup> <sup>[GRI 308-2]</sup> <sup>[GRI 404-1]</sup> <sup>[GRI 404-2]</sup>

The procurement of goods and services at GGF is regulated in the goods and/or services procurement policies issued by each GGF entity. In selecting suppliers, our main entity, GGP, ensures that the selected suppliers comply with the applicable laws and regulations by checking supplier legality documents and signing the Integrity Pact. Integrity Pact is a document signed by the supplier and contains a statement of commitment to apply the highest standards of ethics and integrity in conducting business activities. The aspects listed in the Integrity Pact include legal and regulatory compliance, respect for human rights, work safety, continuous improvement, and environmental aspects. The parameters contained in the Integrity Pact are also the minimum requirements for the fulfilment of ESG aspects in supplier screening.

In addition to the Integrity Pact, the Company requires every new supplier who will transact with the Company to submit a Supplier Qualification Assessment Form (FPKP) along with its supporting documents. FPKP contains information on legal requirements that must be met and practices carried out by suppliers in the social and environmental spheres such

as waste management, emissions, water management, and employment. The supplier's inability to comply with the requirements and the implementation of unsustainable practices based on the results of filling out the form are our considerations in selecting suppliers. Supplier procurement practices are regularly reviewed to ensure alignment with the Code and to avoid potential conflicts with ESG requirements set by the Company. Especially for suppliers of production raw materials, we make visits to new supplier locations to inspect production sites.

**In the reporting year, 100% of new suppliers in the GGP unit have been screened for environmental, social and governance aspects through the signing of an Integrity Pact and submission of FPKP along with supporting documents.** <sup>[GRI 308-1]</sup> <sup>[GRI 414-1]</sup>

We recognize the importance of making responsible pricing decisions consistent with our commitment to sustainability and ethical practices. When evaluating pricing, our procurement team considers a variety of factors, including the base price set by the Company's Accounting Division, which includes fair market rates for certain raw materials. In addition, we also consider the minimum wage in supply areas to ensure that supplier employees are fairly compensated for their work. By integrating these considerations into

our procurement practices, we seek to build sustainable and fair relationships with our suppliers. <sup>[GRI 13.21.1]</sup>

For main raw materials or high-risk raw materials such as sugar and citric acid, GGP requires the supplier's production facilities to be certified by food safety standards within the scope of the Global Food Safety Initiative (GFSI). If the supply facility is not GFSI certified, GGP will conduct an audit based on the requirements developed internally by the Company with reference to the criteria in the British Retail Consortium (BRC) Global Standard (BRCGS) for Food Safety, which is part of the GFSI. <sup>[GRI 13.23.4]</sup>

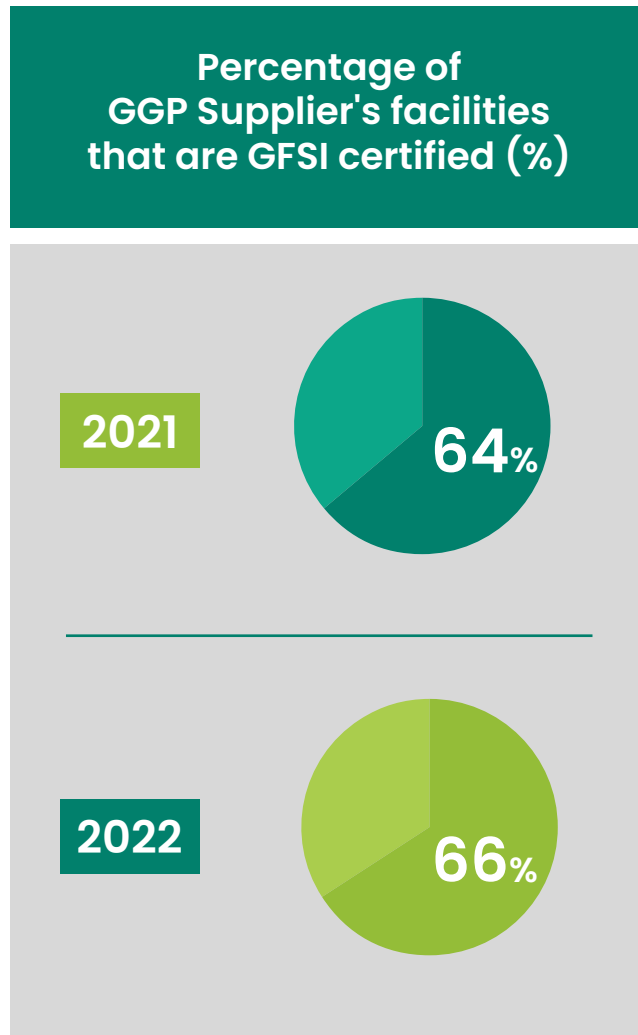
In the reporting year, more than 60% of GGP supply facilities have been certified by a certification scheme within the scope of the GFSI. Although the main focus of the GFSI is ensuring food safety and quality, several certification standards included in the GFSI, such as the International Featured Standard (IFS) Food Standard and Global G.A.P. certification, also consider environmental and social criteria as part of their standard criteria. Criteria related to environmental and social aspects are covered, such as sustainable sourcing, waste management, energy efficiency, water conservation, employee health and safety, and employee capacity development. In addition, traceability criteria are part of the certification requirements for ISO 22000:2018, BRCGS for Food Safety Issue 9 and IFS Food Standard.

<sup>[GRI 13.23.3]</sup> <sup>[SASB FB-AG-250a.2]</sup> <sup>[SASB FB-AG-430a.1]</sup>

GGP conducts performance assessments for all raw material suppliers every 6 months regarding aspects of supply quality and delivery time. All suppliers are also required to complete and update the supplier assessment questionnaire every 2 years to provide information to the Company regarding the

progress of commitments and practices by suppliers in the scope of quality, food safety, occupational safety and health, environmental management and social accountability. In order to ensure suppliers can fill out the questionnaire properly and take corrective actions from the results of the questionnaire,

we coordinate and communicate with suppliers via email or meetings. The results of this performance appraisal will then be used as a consideration for the Company to continue or stop supply from each supplier. [GRI 414-2] [GRI 12.12.3] [SASB FB-AG-430a.2.]



### Topics in the Assessment Criteria in the Supplier Assessment Questionnaire



### Circular Economy in Supply Chains

GGL adopts a circular economy concept to minimize environmental impact towards zero waste Company operations and maximize resource efficiency. The adoption of circular economy principles offers many benefits both for the Company and for the environment and society. The use of recycled materials is part of the implementation of a circular economy in which by-products from production in a business unit are reused as raw materials to support production processes in business units and other facilities. By incorporating recycled materials into the supply chain, the Company can reduce dependence on new natural resources and minimize the environmental impact associated with our activities. At GGF, the application of a circular economy is manifested in the development of a Food and Energy Estate (FEE) in the Company's integrated area in Lampung. A detailed explanation of the FEE can be seen on page 131.



### Circular Economy Adoption in Animal Feed Supply Chains <sup>[SASB FB-MP-440a]</sup>

GGL, a GGF entity engaged in cattle breeding and fattening (feedlot), has a strategic livestock location in the integrated area of Lampung, together with other GGF entities such as GGP and UJA. This closeness and integration provides several advantages for GGL in the procurement of animal feed.

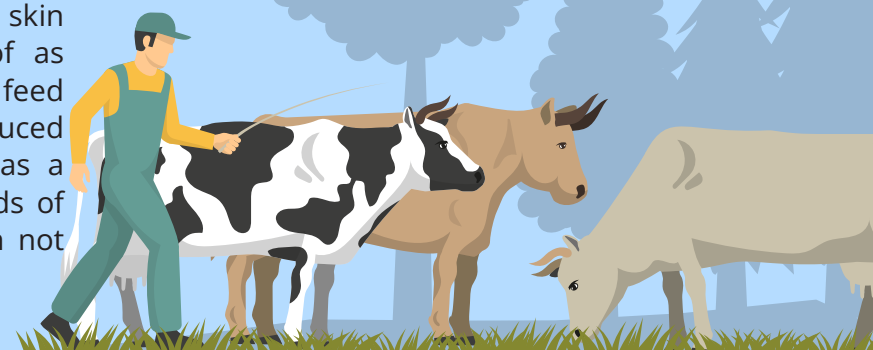
One of the main advantages is the use of feed supply derived from pineapple skin and tapioca cake. These feed ingredients are obtained from GGP and UJA, which are engaged in pineapple and tapioca production respectively. By utilizing this by-product as animal feed, GGL shows a real example of implementing the circular economy concept in its supply chain.

In this process, the pineapple skin which was previously disposed of as waste is processed into a valuable feed source. Likewise, tapioca cake produced from tapioca processing is used as a supplement to the nutritional needs of livestock. This innovative approach not

only reduces waste, but also optimizes resource utilization within the GGF ecosystem.

By integrating the production and use of by-products from various entities within the GGF network, GGL demonstrates a holistic approach towards sustainability and resource efficiency. This practice is in line with circular economy principles, which aim to create circular systems where waste is minimized and resources are used regeneratively.

In addition, this integrated supply chain approach ensures a reliable and consistent supply of feed for GGL's farms. This reduces dependence on external sources and strengthens overall operational resilience and sustainability.

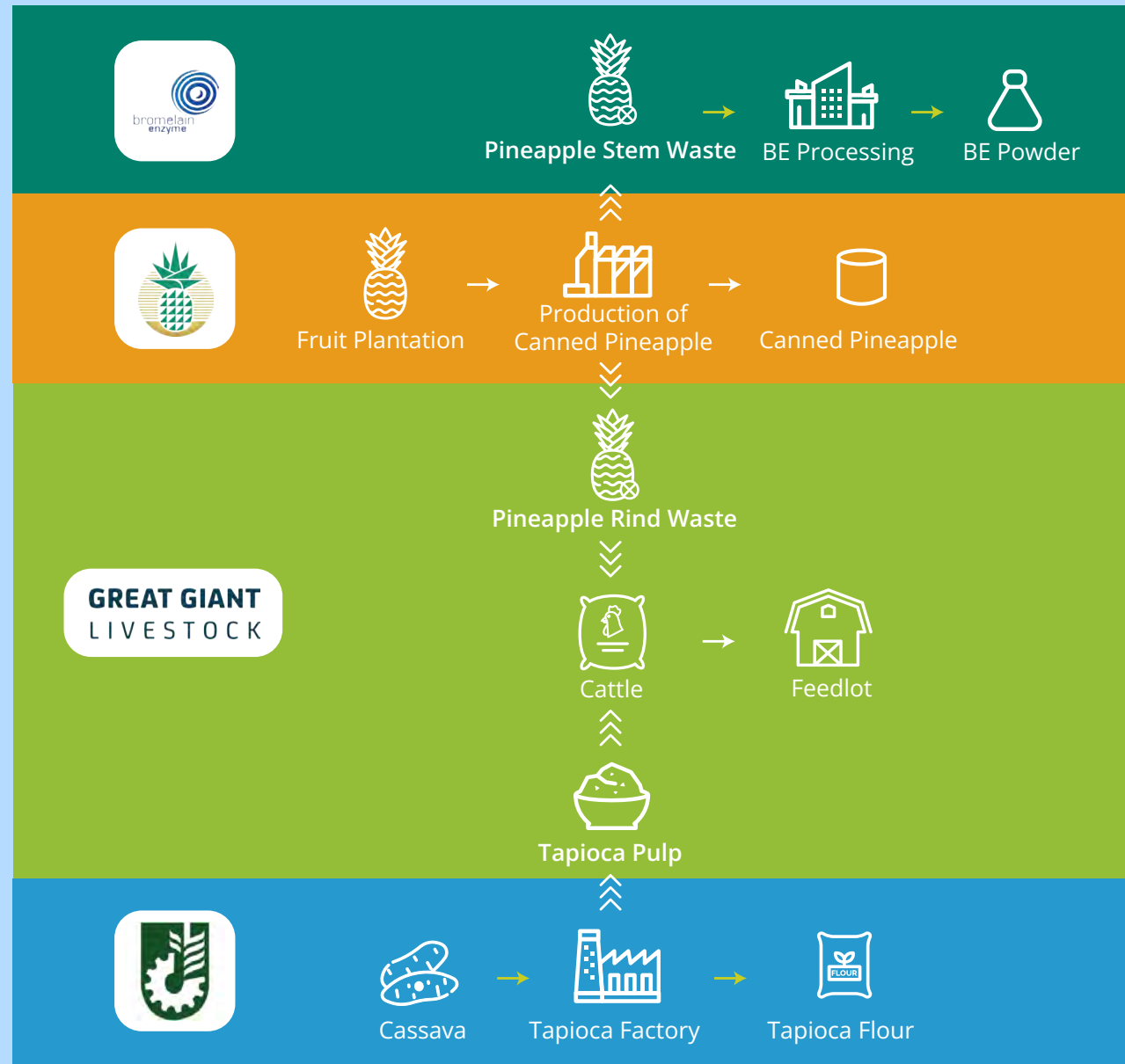




Animal feed is produced in-house with main feed ingredients are pineapple peel waste from GGP and tapioca flour production waste from UJA, both of which are located in GGF integrated area in Lampung. This region is not a water-scarce area according to the hydrogeologic mapping we conducted. [SASB FB-MP-440a.1.]

[SASB FB-MP-440a.2.]

An illustration of the implementation of a circular economy in the raw material supply chain at GGF can be seen on the right side of this page.



## Creating Shared Value with Farmers

[GRI 13.22.1] [GRI 13.22.4]

Through our commitment to community development, we actively collaborate with communities to create shared value through implementing an inclusive supply chain. Our main entity, GGP, involves the community in the Company's supply chain through the Farmer Empowerment Partnership (FEP) program which has been running since 2016. This program aims to build mutually beneficial partnerships that empower farmers and increase the sustainability of the agricultural sector. Until the end of 2022, GGP has established partnerships with 1,007 farmers based in 5 provinces in Indonesia, with the main commodity production being bananas and avocados as fresh fruit products and papaya as a raw material for processed pineapple products.

Within the FEP program, GGP actively works with local farmers, providing training,

resources and technical assistance to improve their farming practices. Through a process of engaging with farmers to share knowledge and best practices, we want to encourage farmers to increase productivity, increase yields and improve the quality of their agricultural products. This is not only beneficial for farmers, but also contributes to overall supply chain efficiency and product quality.

In addition, the program emphasizes fair and transparent pricing mechanisms, ensuring farmers receive a fair share of the value they create. GGP works closely with farmers to form long-term contracts and provide a stable and reliable market for their agricultural products. This stability allows farmers to make wise investment decisions, expand their operations, and improve their welfare.

The FEP program also focuses on social and environmental sustainability. GGP supports

farmers in adopting sustainable farming practices, such as water conservation, integrated pest management and soil conservation techniques. By promoting sustainable agriculture, the program helps protect the environment, conserve natural resources and reduce the impact of climate change.

By building inclusive partnerships with smallholders, GGP aims to create shared value throughout the supply chain. This approach not only strengthens the relationship between GGP and farmers, but also contributes to the socio-economic development of local communities. Through this collaborative effort, we seek to build a resilient and sustainable supply chain that benefits all parties involved.

Further information regarding the FEP program can be seen on page 122.





## Breeder Empowerment Program for Prosperity and Sustainability

GGL's Breeder Empowerment Program has provided significant support to local farmers in the area. Since 1991, this program has grown and expanded, reaching more than 1,200 local plasma cattle in Lampung Province. The main goal is to improve the management practices of cattle rearing among these farmers, so that productivity and yields gradually increase.

The essence of this program is sharing knowledge and expertise. GGL works closely with farmers throughout the rearing process, providing guidance on best practices, animal health and sustainable farming methods. Through this close collaboration, farmers gain valuable skills and increased capacity to manage their livestock effectively.

One of the important results of this program is the increase in the welfare of the farmers. Through mutually beneficial

business partnerships established with local farmers, this program not only creates job opportunities in the area, but also contributes to increasing farmers' income. This has a positive impact on the economic welfare of local communities.

Capacity building is a key component of this program. GGL organizes "Good Animal Husbandry Practice" training sessions to continuously improve the skills and knowledge of small-scale farmers.

GGL's Breeder Empowerment Program demonstrates the Company's commitment to supporting and empowering local farmers. Through knowledge sharing, capacity building and mutually beneficial partnerships, the program has had a significant impact on the lives of farmers and contributed to increased welfare in the area while ensuring a resilient and sustainable supply for GGL.





## Engaging Local Suppliers <sup>[GRI 204-1]</sup>

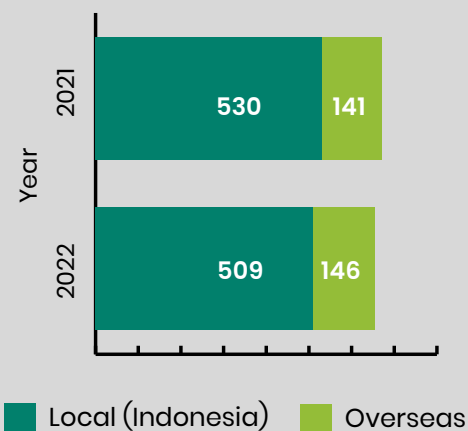
GGF recognizes the important role of local suppliers in our sustainability efforts. By sourcing from producers near the Company, we can reduce emissions from transportation, support the local economy, and promote transparency throughout our supply chain. By engaging with a variety of local suppliers, we embrace the diversity of our society and support economic opportunity for everyone. We actively seek out and collaborate with suppliers from diverse backgrounds, including women-owned businesses, minority-owned businesses and small-scale farmers. Through this partnership, we not only contribute to their economic empowerment, but also promote a more inclusive and resilient local food ecosystem.

GGF defines a local supplier as one that is domiciled in Indonesia, the country where our main operational area is located. We strive to optimize supplies from local suppliers while still paying attention to the quality standards set by the Company. We hope that this effort can encourage the growth of quality local suppliers who can meet the Company's standards. If local suppliers cannot meet the Company's needs, we will cooperate with foreign (overseas) suppliers. Details of supplier data can be seen on page 170.

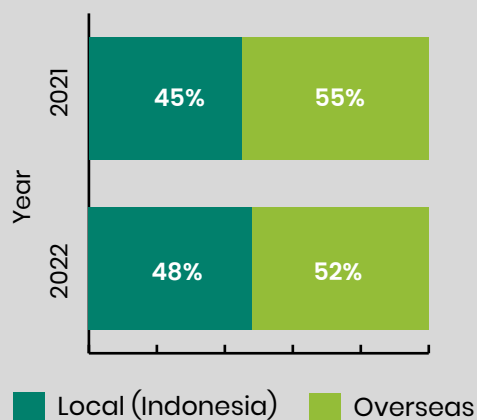
Especially in our integrated operational area in Lampung, we collaborate with local communities to become suppliers for the Company. For example, we buy extra food for employees at the factory from women's groups

around the Company's location. Likewise for the procurement of employee uniforms, GGF cooperates with local convection around the Company.

**Number of Suppliers Based on Origin of Suppliers**



**Percentage of Purchase Value by Supplier (%)**



## Animal Welfare

GGL believes that animals deserve a good quality of life and be treated humanely. We have an unwavering commitment to animal welfare and care in our supply chain. Our livestock are cared for by providing healthy food with proper and balanced nutrition and in a clean environment to minimize their stress levels. In GGL entities, we apply animal welfare principles based on the 5 Freedoms of Animal Welfare principles of the World Organization for Animal Health (WOAH) in all our facilities. According to WOAH, animal welfare is defined as the physical and mental state of an animal in relation to conditions of residence and death. We encourage assisted farmers to apply the principles of animal welfare and continuous improvement according to what we apply.

[GRI 13.11.1] [GRI 13.11.2] [SASB FB-MP-430a.2.]

GGL has two cattle fattening facilities and one cow milking facility in the GGF integrated

area in Lampung. Our cattle are raised in pens designed with the Five Freedoms of Animal Welfare in mind. Imported cattle supplied from Australian suppliers are reared through grazing methods. Grazing land management and environmental management of imported Australian cattle suppliers are carried out according to standards from Meat and Livestock Australia (MLA). Australia is known for its strict biosecurity practices, all cattle imported from Australia are equipped with a Radio Frequency Identification Device (RFID) marker to store animal traceability information from the supplier to the slaughterhouse and are guaranteed by the Exporter Supply Chain Assurance System (ESKAS). All animals must be in good health during the trip and during the transportation process, we ensure the availability of sufficient space, clean water and clean air circulation through air vents. We regularly report the traceability and welfare of imported

cattle from animal receipt to customer to The Department of Agriculture, Fisheries and Forestry (DAFF) of Australia Australian agricultural service.

Animal health is an important part of ensuring the welfare of farm animals. Animal health monitoring is carried out every day by the animal health team and veterinarians. Cows that have symptoms of the disease will be immediately given appropriate treatment. We ensure that treatment with antibiotics and anti-inflammatories is only given to cows that are sick or require specific treatment. Cattle that receive antibiotic treatment must pass a certain period of time before they can be sold or slaughtered. We do not provide anesthesia, hormones and growth-promotion treatment to our livestock. [SASB FB-MP-260a.1] [SASB FB-MP-430a.1]

[SASB FB-MP-410a.3]

## 5 Freedoms of Animal Welfare - WOAH



## Identification and Mitigation of Risks Related to the Supply Chain

In obtaining supplies from farmers, GGF acknowledges the risks and challenges that arise, such as crop failure, supply disruptions, inconsistent quality, price fluctuations, poor environmental management, and supplier non-compliance with regulations related to the environment and labor. Risks related to the supply of raw materials from both suppliers and farmers are included in the operational risks identified through the risk assessment

process as part of the implementation of Enterprise Risk Management. The results of the risk assessment are used as a basis for determining risk mitigation to prevent or reduce potential risks. Assessment of suppliers and farmer development programs are some of the strategies that have been carried out by GGF to mitigate risk in the Company's supply chain.

[SASB FB-AG-430a.3]

In 2023, our main entity, GGP, will conduct an assessment of risks and opportunities for climate change in accordance with the recommendations of the Task-Force on Climate Related Financial Disclosure (TCFD). The results of this assessment complement the risk assessment that has been carried out and help us to determine plans and strategies for mitigating risks related to climate change in our supply chain.

[SASB FB-AG-440a.1]

## Safe and Quality Products [GRI 13.10.1]

GGF products have a reputation for high quality. We pride ourselves on adopting sustainable agricultural practices which encourage the Company to maintain leading standards while striving to implement zero waste production in our manufacturing processes. From canned pineapple to dairy and meat products, we have become a leading supplier to global retailers and brands who have placed their trust in our business. Supported by modern equipment and the implementation of a high quality and

food safety management system, our products provide an attractive and diverse taste for our consumers.

### Our Products



GGF's fresh fruit products are produced by GGP entities that manage horticultural plantations with the main production being bananas, pineapples and guava. For the local market, our fresh fruit products are marketed under the Sunpride ® brand. While in the international market, the brand that was introduced was Oriji ®.

GGF is committed to bringing fresh and nutritious fruits to everyone everywhere. We have unrivaled product excellence with a focus on consumer needs through innovation, consistent high quality fruit seeds and best agricultural practices. By achieving Global G.A.P certification for its fresh fruit banana, pineapple and guava products, GGF demonstrates



superior adherence to sustainable agricultural practices, food safety, product traceability and environmental protection.

During the reporting year, 100% of our fresh fruit production, namely pineapple, banana and guava were certified by the Global G.A.P standard. <sup>[GRI 13.10.4]</sup>

We are proud to present products that are free from genetically modified organisms (GMOs). By ensuring that GGF products are free of GMOs, we provide assurance to our customers that they are consuming pure and natural fruits. <sup>[SASB FB-AG-430b.1]</sup>



Under the GGP entity, we have a pineapple plantation that is integrated with a unit pineapple processing facility. GGP's processed fruit production includes canned pineapple, frozen pineapple concentrate juice, pineapple juice concentrate in plastic and tropical fruit salad (TFS) in cans, cups and pouches. For the

local market, we produce canned pineapple, fruit juice and banana chips under the Sunpride Lyfebrand. In addition, our packaged beverage products contain 100% pure fruit juice.

Using fresh fruit raw materials from our plantations, these processed fruit products are processed according to international food safety standards to ensure product quality reaches consumers. GGP's pineapple processing production facility implements a certified quality and food safety management system. The food safety systems that we implement and have been certified are ISO 22000:2018, FSMA Preventive Controls Preparedness Module (food safety regulations from the United States Food and Drugs Administration (FDA)) and several food safety standards recognized by the Global Food Safety Initiative (GFSI), such as the BRC Global Standard (BRCGS) for Food Safety Issue 9 and IFS Food Standard version 7.

During the reporting year, 100% of our processed fruit production (canned pineapple, frozen pineapple juice concentrate, pineapple juice concentrate in plastic, TFS in cans, cups and pouches) that we produced was certified by ISO standard 22000:2018, FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety Issue 9 and IFS Food Standard version 7. <sup>[GRI 13.10.4]</sup>

Not only food safety, our commitment to provide products that can meet the preferences of consumers from various backgrounds is realized through the certification of all (100%) of our processed fruit products against Halal and Kosher standards.

Further details regarding certification can be seen in the chapter **"About Great Giant Foods"**.



GGL, a GGF entity engaged in the beef cattle breeding and fattening business for more than 20 years. We believe that the best quality meat is the result of proper animal feed. Therefore, it all starts with a sustainable production process, and serious handling at every stage to ensure our consumers get safe quality beef. We are very concerned about the welfare of the animals and the halal procedures that are applied. From start to slaughter, we keep the cattle comfortable and stress-free.



In addition to processed meat products, GGL produces Hometown dairy products which are produced through high-quality animal husbandry and milking processes. Our cows are cared for in livestock facilities that are integrated with the GGP plantation so that quality feed intake from plantation by-products can be guaranteed. Livestock, milking and milk processing are all processed in one location to keep the milk fresh in the hands of consumers.

Our dairy farming, milk storage and milk processing facilities have received the Veterinary Control Number (NKV) certification from the Livestock Service Office of Lampung Province which proves our commitment to complying with hygiene and sanitation requirements.

All GGL dairy products are marketed in Indonesia.



Re.juve is the flagship brand for premium food and beverages under the SSP entity. Re.juve's main product is cold pressed juice made from 100% fresh organic fruits and vegetables, without added water, sugar, artificial sweeteners, preservatives, without pasteurization process, and without oxidation. The production process also applies ultra hygiene and the highest standards of food safety which prioritizes high standards of cleanliness and freshness. Apart from cold-pressed juices, Re.juve also produces nut-based milk, smoothies, spice-based Cold-Pressed spices (SHOTs), as well as other healthy foods and drinks.

Re.juve products are manufactured in a True Cold-Pressed Production Facility (CPF) using High Pressure Technology (HPP). This integrated facility is the first in Indonesia and the first to be integrated with Cold-Pressed technology in the Southeast Asia region. The Re.juve production

facility implements a Hazard Analytical Critical Control Point (HACCP) food safety management system and is certified. Re.juve products are not exposed to sunlight and oxidation during the process of manufacture, logistics, delivery and storage to the hands of each of our consumers.



Through the BE entity, GGF produces superior bromelain processed products which are produced by extracting pineapple stems harvested from GGP plantations. This bromelain enzyme product is a concrete manifestation of the product resulting from the circular economy concept implemented by GGF through the utilization of waste to produce high value products. This bromelain enzyme product which is exported to many countries in Asia Pacific, Europe and America has been certified by Good Manufacturing Practice (GMP) for Active Pharmaceutical Ingredients (API), Food Safety System Certification (FSSC 22000), Halal and Kosher.





Tapioca

GGF produces a natural tapioca flour product “Cap Kodok” through its entity, UJA. Since 1973, UJA, which was originally named PT Umas Jaya Farm, became the forerunner of today’s GGF. Currently, UJA has three tapioca processing factories located in the GGF integrated area in Lampung and has implemented a certified quality management system (ISO 9001). Cap Kodok flour products supplied to the food and non-food industries have received ISO 22000 certification, Indonesian National Standard (SNI) 3451 and Halal.

### Sunpride Lyfe: Delicious and Healthy Snack Product Innovation

As a company committed to integrated sustainable agriculture, we aim to bring innovative products to our customers. In 2022, GGF innovates by launching its newest processed fruit product, Sunpride Lyfe, which is made from Cavendish bananas. This innovation is in response to the increased consumption of snacks during the pandemic when more people were at home. Sunpride Lyfe is the first Cavendish banana snack that is produced hygienically, without MSG or other preservatives. The bananas used in this snack are grown and harvested from GGF plantations in collaboration with local farmers.

### Ensuring Product Quality and Safety

Ensuring the quality and food safety of our products is very important to us. At GGF, we are committed to maintaining the highest standards in all of our manufacturing processes. From the procurement of raw materials to the manufacturing and packaging stages, we employ strict quality control measures to ensure the freshness, integrity and safety of our products.

We prioritize the use of fresh and high quality raw materials obtained from our own plantations and trusted local farmers. These ingredients undergo rigorous inspection and testing to ensure their compliance with international food safety standards. Our modern facilities and sophisticated manufacturing techniques also contribute to maintaining the quality and safety of our products.

To ensure food safety, our production facilities strictly implement quality and food safety management systems. GGF’s fruit processing facilities, for example, have been certified by several global food safety certifications, namely ISO 22000:2018, FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety and IFS Food Standard. These certifications provide assurance to our customers that our products meet the highest standards in terms of quality, safety and compliance.





GGF implements a Hazard Analysis and Critical Control Point (HACCP) System as a method for assessing risk, impact and level of hazard, as well as establishing appropriate control measures focused on prevention and control from the process stage to final product testing. HACCP is an important component of implementing food safety standards that are covered by the food safety certification requirements that we follow. By implementing the HACCP system, we ensure that food safety risks are managed and controlled effectively throughout the food supply chain. The process of risk assessment and development of a risk management system includes, among others, contingency plans and emergency response procedures. A risk assessment is carried out on materials and processes at least once a year or whenever there is a change in the processes or materials used. Meanwhile, risk management covers the entire production process from receiving raw materials to shipping finished goods. Several criteria are used to identify risks and impacts on product safety, which include physical, chemical or radiological, biological, allergen and GMO criteria. [GRI 416-1] [GRI 13.10.2]

Every year, production facilities owned by entities under the auspices of GGF carry out external audits related to food safety in accordance with the standards and requirements adopted by each entity. These annual audits or

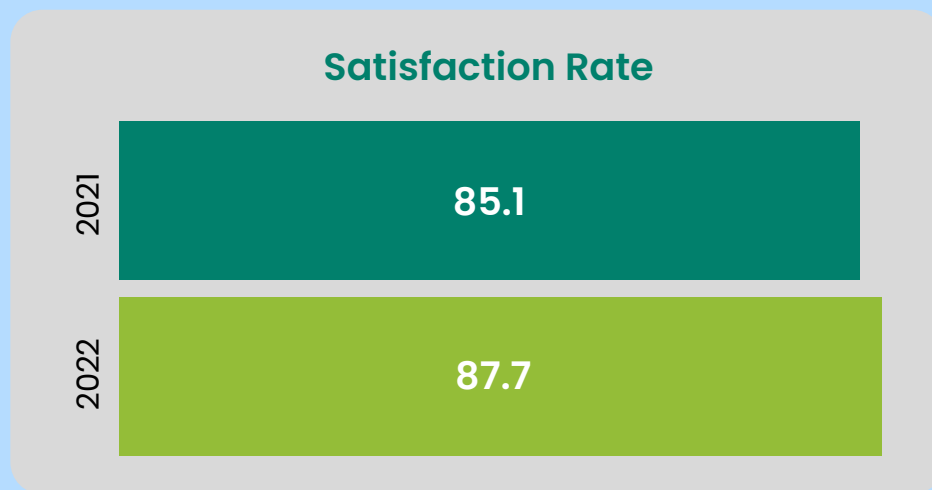
monitoring audits form part of the certification process and are conducted by a certified third party auditor or certification body to assess the compliance of the food safety management system with appropriate standards. Details of the standards and certifications followed by each entity can be seen in the **“About Great Giant Foods”** chapter.

Based on the results of an external audit conducted in the reporting year at GGP’s production facilities, there were no findings of major non-compliance with the requirements of the GFSI food safety certification standards implemented by GGP, namely BRCGS for Food Safety and IFS Food Standard. [GRI 13.10.3] [GRI 416-2]  
[SASB FB-AG-250a.1]

During the reporting year, we did not experience product recall incidents based on warnings or warnings from the Indonesian Food and Drug Supervisory Agency (BPOM) for products from all entities under GGF. [GRI 13.10.5] [SASB FB-AG-250a.3]



## Focus on Customer through Measuring the Level of Customer Satisfaction



We regularly conduct customer satisfaction measurements to identify customer service needs and assess whether these needs have been met and resolve potential problems accurately and objectively. During the reporting year, the GGP business unit has conducted a customer satisfaction survey with the achievement of the

customer satisfaction level index on pineapple processed products and services above the target figure set at 80%. This value indicates customer satisfaction with the performance of our products and services. Details of customer satisfaction survey results for the last three years can be seen on page 170.

## Improving Product Quality through Product Traceability

Improving product quality is important to us, and one effective way to achieve this is through product traceability. Traceability plays an important role in ensuring product safety and integrity. Traceability allows the Company to quickly identify and address quality issues that may arise in the supply chain and production. By tracing the origin of raw materials, the Company can verify the quality, authenticity and compliance of our products with certain requirements or certifications. This allows for better control over the entire supply chain, reducing the risk of using low quality raw materials.

[GRI 13.23.1]

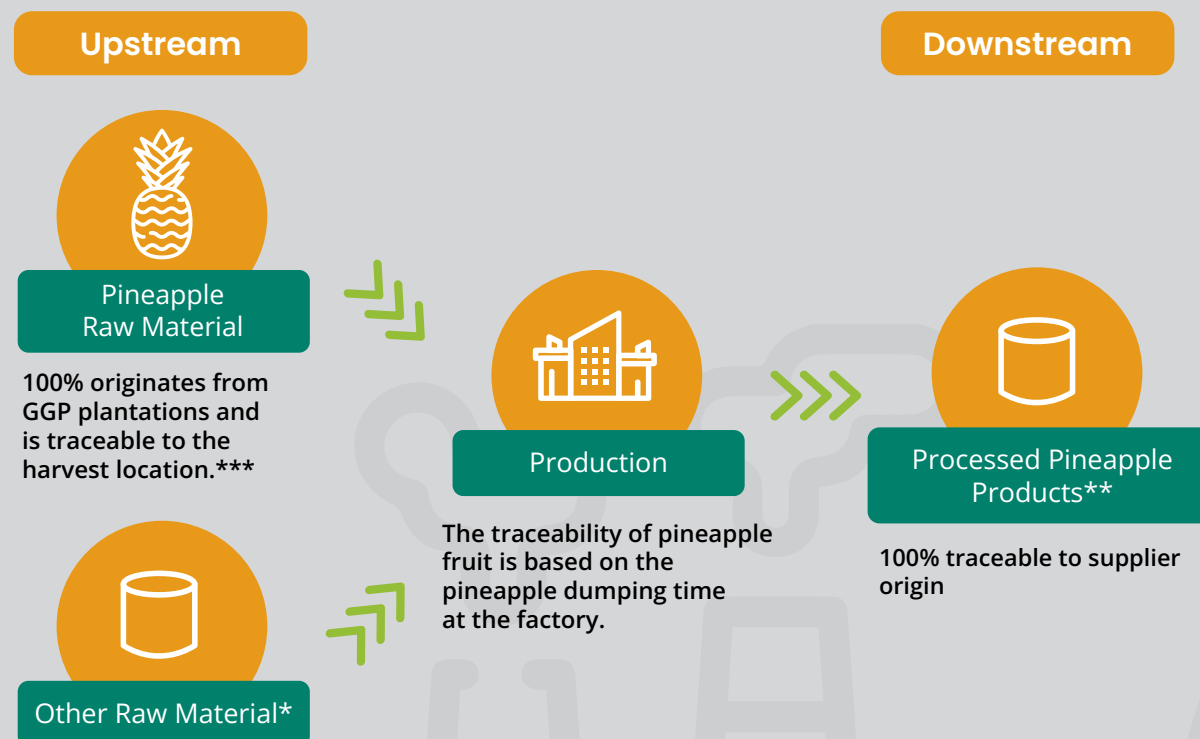
The operational location of the GGP and BE entities which are in one integrated area in Lampung and the application of the circular economy concept for BE raw materials allows us to have high control over the quality and traceability of raw materials.

For GGP entities that have processed pineapple production facilities, 100% supply of pineapple raw materials comes from their own plantations. A traceability system has been implemented at the plantations so that pineapples from GGP plantations can be traced to the location where they were harvested. The traceability of pineapples entering the GGP processing plant is based on dumping time at the factory. Other raw materials originating from external suppliers can be traced to the supplier's origin by using the Purchase Order number which contains the supplier code and includes information regarding supply conditions (production date, supply quantity, etc.). On the downstream side, on the can packaging of processed pineapple products there is a code that provides information on the traceability of raw materials. Illustrations related to upstream and downstream traceability of the processed pineapple production process can be seen on the side.

GGP conducts traceability exercises every year and traceability audits every three years to test and ensure product traceability can work properly. By conducting routine traceability training and audits, GGP can strengthen its existing traceability system, improve the accuracy and efficiency of the traceability process, ensure compliance with the requirements of certification standards.

## Traceability at GGP's Processed Pineapple Production Facility

[GRI 13.23.2]



### Traceable raw materials:

- **Can packaging:** 100% traceable to the production facility because it is produced by GGP
- **Other raw materials such as non-canned packaging,** papaya, nata de coco, citric acid and sugar: 100% traceable to supplier origin and supply conditions

\*Raw material suppliers must be registered in the Company's system. The traceability of raw materials from delivery to receipt of raw materials in the warehouse uses the Purchase Order number which includes the supplier code and supply conditions

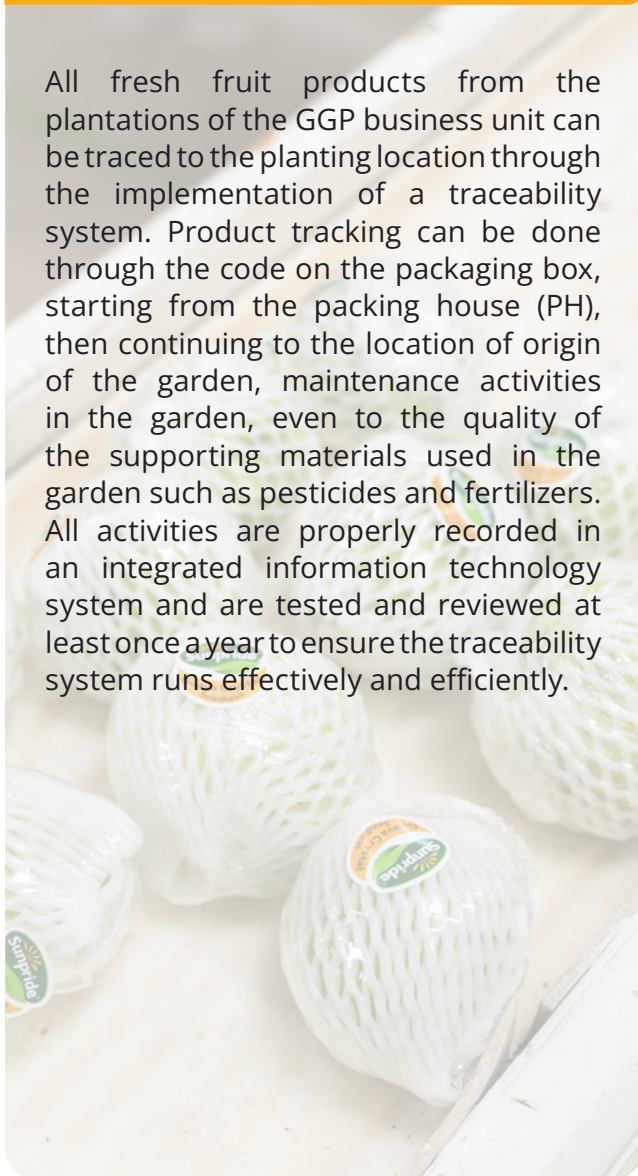
\*\*Traceability uses a code on the can packaging that provides information on the traceability of pineapple raw materials to the harvest location and other raw materials to the origin of the supplier

\*\*\*GGF pineapple plantations are not located in water stress area [SASB FB-AG-440a.2]



## Ensuring Traceability of Fresh Fruit Products

All fresh fruit products from the plantations of the GGP business unit can be traced to the planting location through the implementation of a traceability system. Product tracking can be done through the code on the packaging box, starting from the packing house (PH), then continuing to the location of origin of the garden, maintenance activities in the garden, even to the quality of the supporting materials used in the garden such as pesticides and fertilizers. All activities are properly recorded in an integrated information technology system and are tested and reviewed at least once a year to ensure the traceability system runs effectively and efficiently.

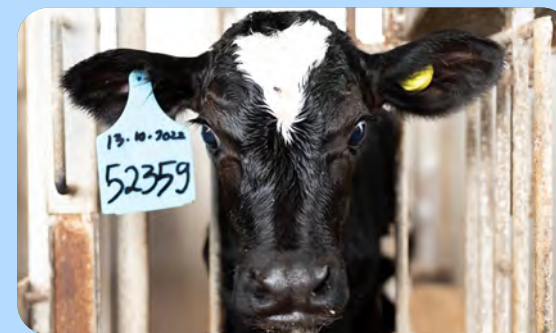


## Strengthening Food Safety and Animal Welfare through Livestock Traceability

Livestock traceability plays an important role in ensuring the safety, quality and integrity of the food supply chain. This allows identification of the source and origin of livestock, which allows better management of disease outbreaks and monitoring of animal health. Traceability also helps enforce transparency and accountability, encouraging responsible practices to increase consumer confidence.

GGL implements a sophisticated identification system where each animal is given a unique identifier in the form of a Radio Frequency Identification Device (RFID) tag, Cow Manager, and a barcode ear tag. RFID is installed on

imported cattle and includes traceability information from the origin of supply, receipt of cattle at GGL to slaughter. The Cow Manager, which is installed in the ears of cows, especially for dairy cows, allows GGL to monitor and detect cow health conditions (disease, nutrition and fertility) based on the results of ear temperature measurements combined with information related to feeding behavior. Data from the Cow Manager provides information regarding the right time for artificial insemination. Meanwhile, barcode ear tags are livestock identities that are installed by GGL and contain historical information related to maintenance and treatment.



# Grow Great Talent





# Achieving Excellence in Human Resource Management

GGF aims to become a Global Sustainable Fruit and Plant Based Company. To achieve this goal, the Company focuses on five main business drivers, namely Processed Pineapple, Fresh Fruit, Consumer Branded Business, Protein, and Plant Based Business. In this case, Human Resources (HR) is the most important asset for GGF in sustainable growth and development. HR management carried out by the Human Capital division is designed as an activator or driver of the Company's excellence in the five business drivers.

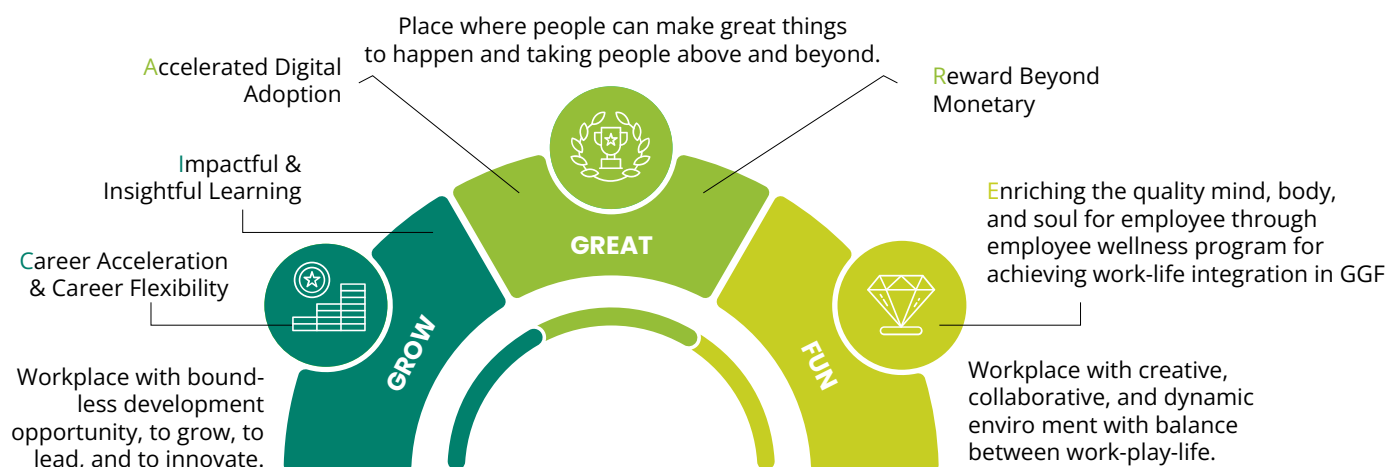
We realize that HR management strategies and programs are crucial in achieving excellence in the five business drivers that are the

Company's strategic focus. Therefore, the Company manages HR with a focus on the three main pillars of Human Capital strategy, namely People Strategy, Organization Strategy, and Culture Strategy. Through People Strategy, GGF is committed to recruiting the right individuals, developing employees' leadership and functional competencies, and potentially developing employees through continuous training and development programs. With Organization Strategy, GGF ensures that the Company's organizational structure and systems support the achievement of goals and growth in each business driver, as well as the formation of an organization that is in line with market dynamics. Meanwhile, through Culture Strategy, the

Company creates a work culture that is aligned with GREAT values - Governance, Reliability, Excellence, Agile, and Teamwork.

The implementation of the three pillars of Human Capital strategy into various programs, policies, and activities for GGF's human resources is also supported by the Company's commitment to creating a work environment that is aligned with GGF's employee value proposition, namely Grow, Great, and Fun.

This proposition provides guidelines for GGF to create an operational model and work environment that enables all human resources to develop optimally, both personally and professionally, through enhanced capabilities and also ensures holistic well-being for its employees.



“At the end, GGF is only a name, it's the people inside who moved it towards its goal.”

Tommy Wattimena, President Director of GGF



## Achievement Overview 2021-2022

Total employee training hours

**121,223** hours

Total training participants

**45,876** participants

**100%** of employees  
receive work evaluation

**91%** GGF employee  
engagement rate in 2022

### Awards related to HR management (2021-2022):

Stellar Workplace Recognition in  
Employee Commitment &  
Satisfaction (GGF), 2022

Best Managed Company - Winner,  
Deloitte Asia, 2022

HR Team of The Year - Finalist,  
HRM Asia, 2022

Asia's Best Learning  
& Development - Winner,  
HRD Asia & HCAMAG, 2021

Best Leadership Development  
Program - Excellence, HRD Asia  
& HCAMAG, 2021

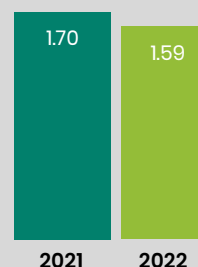
Best Training & Org.  
Development – Winner,  
CMO Asia, 2021

Best Innovative HR  
Practices – Winner,  
CMO Asia, 2021

Best Learning & Development  
– Winner, CMO Asia, 2021

### Occupational Health and Safety Performance / *Kinerja Keselamatan dan Kesehatan Kerja (K3)*

Total Recordable  
Incident Rate (TRIR)

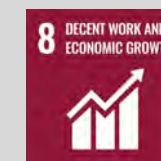


Total Fatality Rate = 0

Total K3 training sessions  
for employees **102** sessions

Total K3 training participants  
**4,114** participants

### Contribution to The SDGs



## Acceleration of Digital Technology Adoption

GGF accelerates the adoption of digital technology to ensure that the Company's operations are always competitive and relevant in the industrial era 4.0. Utilization of digital technology is applied not only to support operational activities which include plantation and production management, but also in human resource management.

Experience and culture are becoming the new competitive advantage, and we see technology as a tool to build a great work culture. We have started the process of digitizing our HR Systems and Processes by creating Genesys (GGF Employee Self Service System) - a single integrated Portal for all HR matters. Genesys includes: HR Service System, HR Strategic Module, Employee Portal & Digital Workspace, and HR Service Center. In 2017, we began our digitization journey by introducing Genesys, an integrated Portal for HR management.

In 2022-2024, we established a self-service system with an improved employee experience through better web response, interactive email, and WhatsApp XP integration. These changes improve the overall

HR experience, simplify communication processes, and provide greater accessibility for all users.

An agile and stable HR system serves as the backbone that supports the execution of the Company's vision in the five business drivers. This system includes various processes, such as performance management, talent recruitment, employee development, and compensation benefits.

With an agile HR system in place, the Company's human resources are empowered to adapt to changing business requirements and proactively respond to emerging opportunities or challenges.

This digitalization aims to increase the Company's competitiveness and can increase employee satisfaction with the presence of HR services that are accurate, reliable, efficient, and able to bridge (connect) multi-geographic HR operational needs. This digital system is expected to provide a modern work experience so that the work environment at GGF becomes relevant to GGF HR, which is dominated by the millennial workforce.



### THE HR SERVICE SYSTEM

A comprehensive software platform designed to simplify and automate the delivery of HR services. The system includes features such as time management, leave, personal data, payroll and others related to HR.



### THE HR STRATEGIC MODULE

A specialized component of the HR system that supports strategic HR initiatives. The module provides features and functionality to assist HR professionals in areas such as talent management, succession planning, performance management, and workforce analytics.



### THE EMPLOYEE PORTAL AND DIGITAL WORKSPACE

A centralized platform where employees can access various HR resources, corporate communications, and collaboration tools. It provides a single place for employees to access company policies, training materials, employee handbooks, and other relevant documents.



### THE HR SERVICE CENTER

A hub where employees can seek help, guidance, and support for their HR-related questions and concerns.

## Employee Statistics <sup>[GRI 2-7]</sup> <sup>[GRI 2-8]</sup>

By the end of 2022, GGF had a total of 31,576 employees. Demographically, GGF has a fairly balanced employee composition between male and female, namely 66% male and 34% female.

They work in a number of locations that constitute GGF's operational areas, namely at GGF's main office in Jakarta and in GGF's operational areas, the majority of which are located in Lampung and other regions such as Banten, West Java, Central Java, Yogyakarta,

East Java, Bali and East Kalimantan. The majority of GGF employees are in the 31-50 y.o. category (59%), followed by employees with an age range below 30 y.o. (30%), and employees over 50 y.o. (11%).

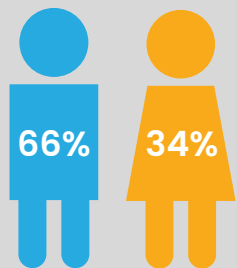
Based on the level of rank, GGF's Top Management ranks are dominated by employees aged over 50 y.o., namely 22 people. Meanwhile, the Middle Management and First Line Management levels are mostly filled with employees aged 30-50 y.o., with details of

Middle Management positions as many as 113 people and in First Line Management as many as 319 people.

GGF operations, especially in the plantation area, are also supported by Seasonal Workers for temporary or seasonal support work such as planting, maintenance, harvesting, and other support work. The majority of them are local workers who come from around GGF's operational areas with the largest absorption of local workers coming from Lampung Province.

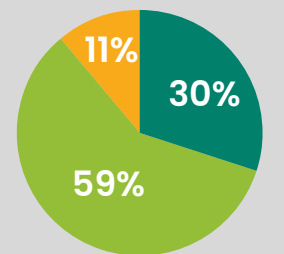
### Employee Statistics per 31<sup>st</sup> December 2022

#### Based on Gender



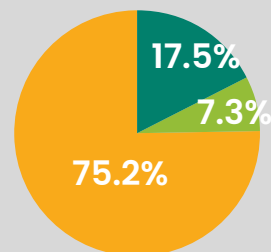
Male  
Female

#### Based on Age



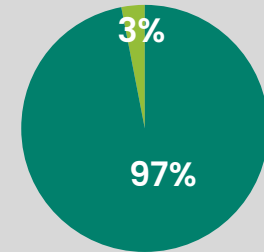
≤30 30-50 >50

#### Based on Employment Status



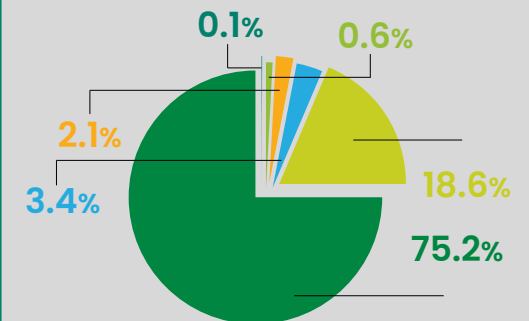
Permanent Employees  
Non-permanent Employees  
Seasonal Worker

#### Based on Location



Others Lampung

#### Based on Position Level



Top Management Middle Management  
First Line Management Staff  
Executor Seasonal Worker



# Grow Great From Within

GGF's HR management is focused on efforts to create highly competent human resources by relying on internal growth capabilities through internal promotion mechanisms. The Company will recruit from external sources if the internal promotion mechanism is not possible.

GGF implements this strategy through the People Capability Development Program, which was launched in 2017. One of the flagship programs that has been GGF's mainstay in developing excellent talents up to this day is the Management Trainee program.

This program recruits or selects new graduates to be educated and trained to become human resources who have the knowledge, expertise and character that align with GGF's needs. They are being prepared to become GGF future leaders (leadership pipeline).

In order to support this strategy, GGF has established Training Centers in Terbanggi, Lampung and Jakarta which organize various training and development programs with a training curriculum tailored to each level of employees. All employees who are to be promoted must undergo training at this training center.

## GGF HR Capability Development Program



### Leadership

- EAGLE
- LEAP
- STAR
- Certified Internship



### Talent & Career

- GGF Talent Management
- Career paths: structural and functional



### Technical

- Online Training
- Plantation Academy
- Sales Capability Development

## Leadership

A human resource capability development program aimed to strengthen future leaders within GGF, drawing from internal sources. This program is intended for both existing employees and those newly recruited through the Management Trainee program.



### Executive for Growth and Leadership Excellence (EAGLE)

The EAGLE program is a promotion mechanism for outstanding employees to be prepared to fill management positions in the middle to executive lines.



### STAR

The STAR program is aimed at preparing a pipeline of talented individuals for Middle Management (Senior Manager) positions within GGF.



### Leadership Acceleration Program (LEAP)

The Management Trainee (MT) program is aimed at fresh graduates from various scientific backgrounds who have superior potential to be developed as talents.



### Certified Internship

Certified internships provide students or individuals with the opportunity to gain practical work experience in a field or industry by having their achievements recognized with a certificate.

## Technical

A capability development program focused on the technical expertise required to support GGF's business. GGF seeks to produce human resources with technical expertise to manage GGF's operational sector which includes plantation, production and marketing.



### Sales Capability Development

A Training education for GGF internal employees focused on producing reliable marketing personnel. Participants in this program are prepared to become sales operational leaders (Branch Managers).



### Plantation Academy

A Management Trainee (MT) program aimed at fresh graduates with an educational background that is linear with the GGF business, namely agribusiness, plantations, animal science, and agriculture.



### Online Training

A digital-based training platform developed by GGF to support career development and talent management processes.

## Talent and Career

GGF's HR management program aimed to support employees to optimize their capabilities so they can show their best potential at work (talent management). GGF has also designed a career development program (career path) as well as a mechanism for benefits and rewards for employees as an effort to manage and retain their best talents (talent retention).

## Creating Leaders Through the LEAP and Plantation Academy Programs

Since its launch in 2017, the Management Trainee (MT) program organized by GGF which consists of the Leadership Acceleration Program (LEAP) and the Plantation Academy (PA) has become the mainstay of the Company in ensuring the availability of the best talent to fill the needs to fill various strategic positions at GGF.

This 23-month program is designed so that participants consisting of recent graduates are able to transition or develop their individual excellence into excellence in managing other people and facilitating the performance of others. In other words, having the competence or skills to lead so that they can be promoted to fill various strategic positions within the next 2 to 10 years.

The LEAP and PA programs have succeeded in increasing the efficiency of HR management and development, including being able to cut recruitment

costs significantly because all talent needs can be met from within the Company.

In 2022, the LEAP and PA programs have succeeded in increasing the internal succession index at GGF and the readiness level of Internal Leaders to occupy critical positions (talent readiness) with a total of 299 talents.

In addition, this program is also more effective and efficient in driving productivity, because it produces talent who psychologically has a higher sense of belonging to the Company. They also possess in-depth knowledge about GGF's business.

Total LEAP  
Participants (2022)

**102** participants

Total PA  
Participants (2022)

**12** participants



## Join the LEAP Program, Gain Experience and Optimize Potential

*"I am Muhammad Fitra Adi, a participant in the 8th MT LEAP program at GGF. Currently, I am on my first assignment in Marketing after completing the LEAP Bootcamp in September 2022.*

*The LEAP program provides an opportunity for participants to be able to experiment in various fields because there is a rotation system. As a LEAP participant in my first project I was involved in marketing. In the next project, I hope to be involved in the Insight team. So that I can get a richer experience and can be better prepared to face challenges when working.*

*The assignment is very challenging. We have to go to the field directly and implement the proposed program. For example, I had to negotiate with shop owners to give me the opportunity to carry out marketing activities that I designed and this was very challenging.*

*It has been a longtime dream of mine to work in the agribusiness sector. By joining the LEAP program, I had the opportunity to explore various fields in this sector, thus optimally developing my potential. This has been a very valuable experience for me."*



**Muhammad Fitra Adi**  
MT LEAP Batch 8 – 2022

## Transparent and Accountable Recruitment

[GRI 401-1] [GRI 13.20.1]

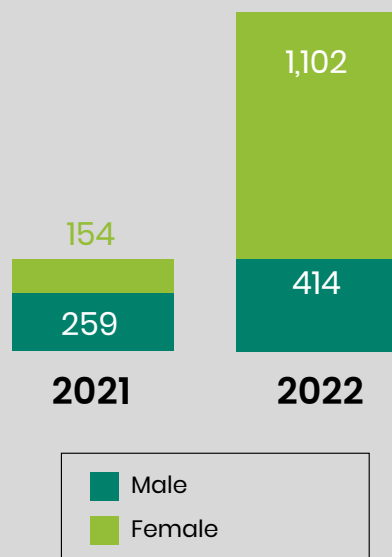
GGF conducts additional workforce or recruitment to support the Company's strategy and business agenda. Recruitment is carried out by adjusting the current condition and composition of human resources with the composition of human resources needed in the future according to the Company's capabilities.

In carrying out the recruitment process, GGF has obtained the SA8000 Certification, which is a social accountability management system standard in human resources management. SA8000 reflects the provisions and principles of employment enshrined in the conventions of the Universal Declaration of Human Rights and the International Labor Organization (ILO) declaration guaranteeing ethical working conditions for workers.

GGF guarantees an anti-discrimination employee recruitment system by providing equal opportunities to everyone without discrimination on the basis of race, skin color, gender, religion, political opinion, or other discriminatory factors. GGF ensures that the recruitment process for new employees is carried out in a fair and transparent manner. The assessment process is based on competency, not on factors or aspects outside of competency and employment aspects of prospective employees.



## New Employee



Statistical details of new employees at GGF during the reporting period are available on page 174.

## Streamlining Recruitment Process with Digital Hiring System

One form of digital transformation undertaken by GGF is the adoption of information technology to support the employee recruitment process. GGF collaborates with domestic technology companies to develop a digital recruitment system. The entire recruitment process is conducted through a hiring platform, utilizing technology for CV screening, interviews, and evaluation of feedback and result.

This digital recruitment system not only saves time and offers flexibility but also

reduces bias since every candidate will receive the same questions during the interview process. Thus, the overall evaluation will be focused on the candidates' responses rather than unrelated factors.

This application is integrated with GGF's HR portal, Genesys and can track applicants from the initial process to on boarding. This application also provides dashboards and reports related to updating the recruitment process.

## Local Workforce <sup>[GRI 2-8]</sup>

The Company is committed to supporting the improvement of community welfare in operational areas by providing employment opportunities to local residents. GGF defines local workers as people living around GGF's operational areas located in Terbanggi, Lampung and other operational areas of GGF's business units in several other provinces. The largest absorption of local workers comes from Lampung Province.

GGF provides equal opportunities for local residents to fill HR positions needed by the Company and guarantees their rights as stipulated by the applicable labor regulations at the

national and provincial levels. They also receive training to ensure they can carry out their duties according to GGF operational standards.

In the reporting year, the local workforce recruited can be seen in the Local Workers chart below.

## Employee Turnover <sup>[GRI 401-1]</sup>

The Company's HR management program aims to ensure that GGF always has quality human resources and is able to retain them as the backbone of the Company's sustainability agenda.

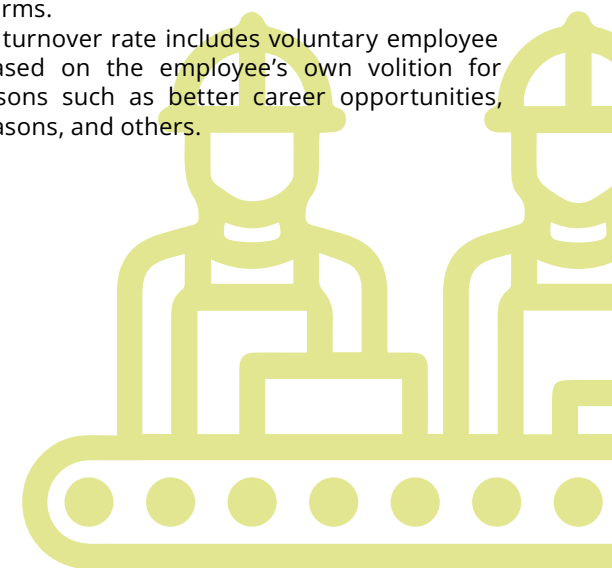
Thanks to a well-managed and structured HR management program, GGF's employee retention rates have been increasing. This condition succeeded in reducing the employee attrition rate and voluntary turnover rate, which during the reporting period is recorded in the Employee Turnover chart below.

GGF consistently conducts evaluations regarding the causes of turnover through the exit interview mechanism. The results of these evaluations will be taken into consideration by GGF to enhance the quality of HR management in the future.



\*The attrition rate covers all types of employee turnover for voluntary and involuntary reasons, including resignation, retirement, termination of contract, termination and other forms.

\*\*Voluntary turnover rate includes voluntary employee turnover based on the employee's own volition for various reasons such as better career opportunities, personal reasons, and others.



## Producing the Best Talents Through Digital Learning <sup>[GRI 404-1]</sup> <sup>[GRI 404-2]</sup>

GGF, through the Human Capital Department, regularly organizes activities to improve employee competency, one of which is through training. Along with GGF's digital technology acceleration agenda, training programs for employees have also been developed by adopting an online learning system.

Since 2018, GGF has designed a roadmap for implementing online learning as a mechanism for creating superior GGF talents and prospective leaders. GGF has

built a multi-channel learning system through an effective digital platform that enables GGF employees to achieve optimal performance.

The multi-channel learning program implemented by GGF combines a number of online learning methods, namely public online courses, Learning Management System (LMS), Micro Learning, and blended learning methods. The Human Capital Department develops modules for each of these methods.

This approach is expected to increase employee engagement because the training is delivered using dynamic methods and channels. So that the enthusiasm and compliance or discipline of employees to complete the training program can be increased. Likewise, the level of knowledge retention is greater.



Complete statistics on employee training activities organized by GGF during the reporting period can be seen on page 177.

	2021	2022
Total online learning modules	97 Modul (Full course module)	224 Modul (Full course and Microlearning modules)
Total online learning hours	34,251 hours	24,239 hours
Total online learning user	4,442 users	5,096 users
Average online learning hours	7.71 hours/person	4.76 hours/person
Total learning hours (online & offline)	44,394 hours	76,865 hours

### Retaining the Company's Best Talents

The company is committed to creating a work environment that allows all of its human resources to grow optimally both as individuals and professionals (Grow). We designed a performance management system and career path that is transparent, clear and structured. This approach is also GGF's mechanism in retaining the best talent owned by the Company.



The implementation of an employee performance management system is expected to help employees understand the Company's expectations well and produce work of the highest quality. In addition, this system is also the Company's mechanism for monitoring and evaluating employee performance while working. The implementation of the performance management process is supported by GGF's digital infrastructure.

### Employee Performance Planning & Evaluation

GGF Management also periodically conducts performance planning and evaluation of the achievements of all employees. The process of planning employee performance into KPI (Key Performance Indicators) targets is carried out at the beginning of the year. The planning process involves the derivation of performance indicators from the Company's strategic level to the individual level (horizontal alignment), and the adjustment and consistency of KPIs between departments or units at the same level (vertical alignment).

Management utilizes several objective evaluation methods in measuring employee performance. Some of the methods used are individual performance achievement evaluations, 360-degree feedback, and team achievement-based assessments. These performance appraisals are conducted twice a year. Through the 360-degree feedback method, employees receive input from various parties

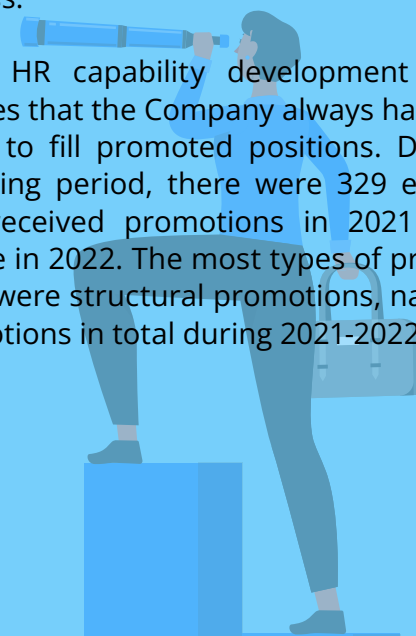
involved in their work, including superiors, coworkers, and subordinates. In addition, an individual's success is not only determined by personal performance but also his or her contribution to the team's overall achievement. By using a combination of these evaluation methods, management can obtain accurate and comprehensive information about employee performance, facilitating appropriate decision-making regarding employee development and appropriate rewards based on achievements.

As part of the employee performance evaluation, the Company integrates GREAT (Governance, Reliability, Excellent, Agile and Teamwork) values as growth value indicators. This qualitative form of assessment details the non-technical aspects that are taken into consideration in improving individual development and overall team performance. Governance value refers to aspects of integrity, ethics, code of conduct, and organizational governance. The Reliability value is reflected as a trustworthy and reliable partner. The Excellent value assesses continuous improvement and the ability to achieve targets executed by individuals. The Agile value is defined as adaptability in change while the Teamwork value is reflected as collaboration in achieving common goals. The five parameters directly embed values into employees' work practices and provide a balanced perspective in performance evaluation.

### Career Path <sup>[GRI 404-3]</sup>

GGF implements 3 types of promotions in the form of structural promotions, lateral promotions, and functional promotions. While the career paths of employees at GGF are divided into two types, namely structural positions (managerial) and functional positions (specialist). These different career paths provide flexibility, fairness, and optimal career development opportunities for employees. This system can help organizations tap and retain talented employees, motivate employees to stay, and develop internal talent that will support the Company's long-term growth and success.

GGF's HR capability development program ensures that the Company always has superior talent to fill promoted positions. During the reporting period, there were 329 employees who received promotions in 2021 and 312 people in 2022. The most types of promotions given were structural promotions, namely 338 promotions in total during 2021-2022.



## Upholding Human Rights in Human Resource Management Practices

GGF upholds the principle of respect for Human Rights by ensuring that GGF operations are carried out in a way that does not violate the fundamental rights of workers as stated in the Universal Declaration of Human Rights and International Human Rights agreements. GGF has adopted policies related to respect for human rights in the Company's internal policies.

### A Non-Discriminatory, Fair and Equal Work Environment

GGF upholds the principles of equality and diversity in carrying out its business activities. The company guarantees compliance with and respect for fair, equal and non-discriminatory employment practices as stipulated in various recognized international and national legal provisions and standards.

GGF's policy to provide equal and fair employment opportunities to everyone is stated in the Company's Code of Ethics. This policy is implemented in the process of recruiting, hiring, developing, promoting, disciplining, and offering various other benefits to employees.

GGF does not tolerate discriminatory practices for reasons of ethnicity, religion, gender, age, country of origin, sexual orientation, physical form, nationality, marital status or other discriminatory factors. GGF also guarantees that all employment decisions are based on professional considerations and work skills.

Violation of this rule will be dealt with strictly in accordance with the applicable provisions in the Company's Code of Ethics, labor laws or labor-related regulations. GGF regularly conducts socialization and campaigns regarding compliance with the Company's Code of Ethics as a form of education to employees regarding the principle of non-discrimination.

During the reporting year, there were no reports related to incidents of discrimination submitted through the whistleblower mechanism or other grievance handling mechanisms.

[GRI 406-1] [GRI 13.15.4]

### Free from Violence and Harassment

The Company's Code of Ethics also requires all GGF employees to create a work environment that is free from violence, threats (both implicit and explicit) and intimidation. Any form of harassment, such as verbal, physical or visual behavior that aims to create an uncomfortable, hostile and intimidating atmosphere will not be tolerated and will be subject to sanctions in accordance with applicable regulations both within the company and applicable laws.

Through the whistleblower mechanism, GGF received four reports related to acts of intimidation against the workforce and all were resolved in less than 2 months from the time the reports were received.

## Prohibition of Child Labor and Forced Labor <sup>[GRI 13.20-1]</sup>

GGF does not tolerate the practice of forced labour, child labor and human trafficking in the operations of the Company or our partners. All employees that we recruit will be protected in a legal work agreement that has been agreed upon. Likewise with all provisions regarding remuneration, benefits, working hours, and other provisions that have been informed transparently and agreed to by each working individual.

All of our workers have valid documents and are at least 18 years old to prevent child labor practices. Individuals under the age of 18 will automatically not pass the screening process by the Internal Data Center for GGF's HR Management.

## Harmonious Partnership with Employees

GGF is committed to building harmonious, effective and strong relationships with employees as one of the Company's stakeholders as regulated by Law No. 13 of 2003 on Employment. The partnership between the Company and employees was confirmed through the preparation of a Collective Labor Agreement (PKB) for the 2021-2023 period which was jointly signed on December 30,

2021. This document has been reported and recorded by the Ministry of Employment of the Republic of Indonesia.

This PKB regulates the management of industrial relations between the Company and employees under GGP, GGL, UJA and BE which are located in Lampung. Meanwhile industrial relations with employees in other business units are managed based on the Company's autonomous law which is guided by Company Regulations (PP) which have been ratified by the Indonesian labor authority and its derivative regulations. All employees, whether covered by the PKB or under the PP, have and receive the same employment rights as stipulated in the applicable labor policies. The detailed number of employees covered by PKB and PP can be seen on page 173.

100% of permanent and contract employees are covered by Collective Labor Agreements and Company Regulations and receive the same employment rights as stipulated in the applicable employment policies.

## Freedom to Unionize <sup>[GRI 2-30]</sup>

GGF guarantees freedom to unionize for employees in operational areas. This commitment is manifested by the formation of a Labor Union which includes the GGP, GGL, UJA, BE business units as a legal organization that officially represents employees in the four business units in the GGF business ecosystem. At the beginning of the joining period, each employee is given the right to decide whether to join the workers of their choice.

The Company also supports this union organization to carry out its activities freely and openly. This support is evidenced by the Company providing facilities and amenities to union officials in the form of office space, access to use facilities such as meeting and trial rooms as well as financial assistance and other facilities.

## Support for Women Workers <sup>[GRI 405-1]</sup>

<sup>[GRI 405-2][GRI 13.15.1] [GRI 13.15.2] [GRI 13.15.3]</sup>

GGF guarantees the rights of female employees to be able to work optimally without compromising their role and nature as women. This commitment is realized, among others, through the provision of facilities and an inclusive work environment.

GGF gives the right to maternity leave for 3 months in accordance with applicable



regulations for female employees who give birth and ensures that they can work again in the same position after the leave is over. In addition, GGF also provides a three-day leave facility for male employees whose wives give birth.

GGF has also shown support for women by providing child care facilities (Day Care) and also lactation rooms on every floor at the Jakarta head office and also available at the office in the Lampung area. Through these facilities, GGF seeks to respond to one of the problems often faced by working mothers in this modern era. With the presence of a daycare room provided by the office, parents, especially mothers, can work freely and optimally without putting aside their role as mothers.

GGF also supports and provides equal opportunities for female employees to develop and build their professional careers. In terms of remuneration, GGF enforces an equal ratio of base salary and remuneration between female

and male employees (1:1). In addition, GGF provides equal opportunities for female employees to hold leadership positions in the Company. At the Top Management level, there were 6 female employees in 2022, representing 18% of the total number of employees at that level. In addition, there are 41 female employees at the Middle Management level and 166 female employees at the First Line Management level. This brings the total number of female employees in management positions in 2022 to 213, representing approximately 25% of employees at the Top, Middle and First Line Management levels.

### **Grievance Mechanisms and Remediations**

Through the Company's labor union and COC hotline, the Company receives any complaints, comments, or recommendations regarding the workplace, industrial relations, and non-conformance of agreed labor practice standards. The People Partner team and the Chairperson of the Trade Union ensure

the confidentiality of the identity of the person making the suggestion, complaint or recommendation, and ensure that the complainant is not subject to any disciplinary action, discrimination or retaliation for their report.

The Company develops a due diligence process and risk assessment for each human rights issue on a regular basis. Issues covered in the risk assessment include child labor, forced labor, occupational safety and health, discrimination, disciplinary action, working hours, and compensation. In mitigating its risks, GGF also accommodates the resolution of labor and industrial issues through bipartite negotiations. This is done as a forum for deliberation, communication, and consultation and ensures that the resolution of labor problems runs in accordance with the Collective Labor Agreement and applicable laws and regulations.





## Commitment in Improving Employee Welfare

At GGF, we aim to create a work environment that prioritizes the welfare and life balance of our employees. Our commitment to employee well-being is embedded in GGF's employee value proposition of Grow, Great and Fun and is reflected in our practices, one of them is through improving employee welfare by providing attractive and competitive remuneration.

### **Remuneration**<sup>[GRI13.15.1]</sup>

GGF implements a fair remuneration system for employees. The remuneration system is provided in the form of compensation (basic wage, fixed allowances, non-permanent allowances) and benefits. The basic wage is determined in accordance with the minimum wage provisions applicable in the operational area. In this case, GGF refers to the District/Municipality Minimum Wage (UMK) which has a higher remuneration amount than the Provincial Minimum Wage (UMP).

The amount of remuneration for each employee is determined based on the structure and scale of wages by taking into account the level, position, years of service, education, competency, performance and type of work or work load.

We periodically and objectively evaluate the structure and scale of wages for all employees, both permanent and non-permanent. The evaluation and determination of the new living wage is carried out with reference to:

1. Applicable laws and government regulations by considering inflation, economic growth etc.
2. The company's living wage in the previous period.

The results of this evaluation will then become the basis for calculating and proposing a living wage increase to Management, and applying the new living wage.

The Company ensures that the wages provided are at least equal to the minimum wage set by the Government. This indicates that the Company always strives to continue to guarantee the welfare of employees and ensure that employee wages are in accordance with applicable laws and regulations.

In addition, we also provide health facilities and pension funds through the BPJS Health and Employment program mechanism set by the government.

### **Compensation and Benefits**<sup>[GRI 401-2]</sup>

One of the approaches taken by GGF in an effort to pay attention to and improve the welfare of human resources is to provide competitive compensation and benefits.

## GGF Employee Remuneration 2022 at the Lampung Operational Location

COMPENSATION & BENEFIT	PERMANENT EMPLOYEES	NON-PERMANENT EMPLOYEES
Outpatient	✓	✓
Inpatient	✓	✓
Glasses	✓	
Vehicle Reimbursement	✓	
Meal Reimbursement	✓	✓
Education and Scholarship Allowance	✓	
Marriage Allowance	✓	
Maternity Allowance	✓	
Grieve Assistance	✓	✓
Long Service Reward	✓	

\*Compensation & Benefits given vary based on work function/position/level/division/term of service in accordance with Company policy.

## Employee Retirement Plan <sup>[GRI 201-3]</sup>

GGF pays attention to the welfare of employees not only when they are still employees, but also when they have completed their term of office because they are entering the retirement age of 55 years for all employees. The company prepares employees to receive retirement benefits according to Law No. 13 of 2003 on Employment.

The granting of these rights to employees is carried out by GGP as a form of appreciation and respect for the dedication of employees while working at GGP. Pension costs under the pension fund plan are determined through periodic actuarial calculations using the projected-unit-credit method. In addition, GGP also applies assumptions on the discount rate and rate of increase in compensation.

During the reporting period, all employees (100%) were enrolled in a pension program managed by BPJS Ketenagakerjaan with the Company's scheme of paying contributions

of 3.7% and the remaining 2% being borne by employees. During the reporting period, the total number of employees entering retirement age and receiving their rights was recorded at 95 in 2021 and 143 in 2021.<sup>[GRI 103-3]</sup>

### Promoting Productive Retirement with Retirement Preparation Program

To prepare employees for a productive retirement and ensure their well-being after retirement, we organize Retirement Preparation Period training with materials related to post-retirement financial, social and family management. In addition, we also conduct GGF partnership business motivation training that can be attended by employees who are about to retire. In 2022, we organized 2 training sessions with a total of 133 participants.





## Work-Life Balance

The company seeks to present a work environment that allows employees to have a balanced work-life balance by paying great attention to the health of employees, their physical and mental health. This approach is expected to prevent employees from feeling bored and stressed.

GGF routinely and periodically promotes the importance of caring for mental health. This commitment is the implementation of the value proposition of HR employees in creating a pleasant work environment (Fun). A work environment that is not only physically pleasing and comfortable, but also allows employees to have a soothing experience for their mind, body, and soul.

## Programs for Employees



Mind



Body



Soul

- Mental Health Care Talk Show for Employees
- Serial Mindful Session
- Nutrition and Sports Consultation
- GGF Talk
- Sporting Events such as Sports Classes or Periodic Events GGF Walk, GGF Cycle, GGF Run
- Hobby Class
- Online Game Competitions
- Providing Sports Facilities
- Wellness Day-Fresh Fruit Platter
- GGF Fun Moves - Health Challenges
- Townhall
- Employee Gathering
- Celebration of Religious Holidays
- Employee Volunteering
- GGF Movie / Disco Night



## Modern Working Space

The Company's commitment to presenting a balanced and fun work environment (Fun) is also realized by designing a comfortable work area for employees. The work area is designed to give a spacious and modern and functional impression. Thus employees can carry out activities comfortably.

## Accommodation for Employees

GGF provides accommodation facilities for employees, especially those who are placed in integrated operational locations in Terbanggi, Lampung and are not from the area. Comfortable accommodation facilities are expected to increase productivity because employees can return to work more quickly and improve the quality of their physical health.

GGF provides several types of accommodation facilities to meet the different accommodation needs of each employee.

- Employee mess
- Place of worship
- Medical center with inpatient care
- Company canteen
- Public education facilities
- Sports facilities and infrastructure
- School children transportation facilities
- Daycare center for children under five
- Recreation facilities
- Breastfeeding corner
- Sports area

## Encouraging a Sustainable Culture with Environmentally Friendly Office Buildings and Work Environments

GGF also presents environmental work experience. GGF's head office in Jakarta is located in Sequis Tower which has won awards from various domestic and foreign institutions as an environmentally friendly building (green building).

This building has the advantage of design and construction that considers efficient energy consumption because it has a lighting and dimming system with motion sensors, designed to reduce electricity consumption. The double-layered facade of the building is presented to control the absorption of solar heat by up to 30%.

GGF implements an eco-friendly work environment, employees are encouraged to adopt a sustainable lifestyle by avoiding the use of single-use plastic equipment and saving electricity and water.

We also implement a Sustainable Living Environment by providing employee housing in Lampung designed by Andra Matin, a renowned architect, and

managed by one of the largest hotel chains in Indonesia. In addition, as a commitment to improving facilities for employee health, the Company also provides sports facilities - a jogging track and soccer field, and a public park. By 2023, the Company will complete the construction of a 3G concept for employee housing: Green People, Green Environment, Green Home.

### Green Environment

- Productive Green Area
- Apt Green Protection & Barrier
- Seamless Beneficial Drainage
- Waste Separation
- Compost Production

### Green Home

- Green Design
- Minimum Energy Usage
- Rain Water Harvesting
- Insulation
- Energy Recovery Venti

### Green People

- Community Activation
- Green Rule Formation
- Community Service Regular Activity

## Building a Safe Culture, Improving Employee Welfare <sup>[GRI 403-1] [GRI 13.19.2]</sup>

GGF places Occupational Health and Safety (K3) as a priority in carrying out operations and production. GGF upholds compliance with K3 principles as stipulated in Law No. 1 of 1970 on Work Safety along with the implementing regulations from Ministry of Employment.

GGF implements compliance with K3 principles with a target of zero accident operations. The OHS initiative was designed in reference to the OHS Management System (SMK3) as stipulated by Government Regulation (PP) No. 50 of 2012 on The Implementation of the OHS Management System. This policy mandates the Company to carry out risk control to create a safe, efficient and productive workplace.

[GRI 13.19.1]

GGP has achieved certifications in alignment with national and international occupational health and safety standards. Alongside obtaining the ISO 45001:2018 certification, the company was also awarded the SMK3 Certificate by the Ministry of Manpower of the Republic of Indonesia on September 17, 2020, achieving a remarkable score of 93.77% in the advanced level category. This certification is valid for a period of 3 (three) years from the date of issuance, highlighting our commitment to sustaining a safe and healthy workplace.

[GRI 403-1]

### K3 Risk Mapping and Incident Investigation <sup>[GRI 403-2] [GRI 13.19.3]</sup>

The application of SMK3 includes identifying OHS hazards and assessing the risks of these hazards. In each operational location the SMK3 program must be implemented according to the type of hazard and the level of risk.

This risk identification process is carried out using the Hazard Identification Risk Assessment and Determining Control (HIRADC) and Job Safety Analysis (JSA) methods. The results of this risk mapping serve as a guide in preparing the goals and targets of the K3 program to be achieved. Periodically, the Company will evaluate the implementation of the K3 program.



GGF Work Safety Campaign on Social Media

### K3 Program <sup>[GRI 403-7] [GRI 13.19.8]</sup>

GGF has implemented various specific programs to ensure that all of its employees work in healthy, safe and protected conditions. We also ensure that all work facilities and infrastructure function properly so as to minimize work accidents.

During the reporting period, programs related to K3 carried out by GGF included:

1. OHS risk and hazard assessment to identify hazards in the workplace
2. Prioritizing and integrating action plans with measurable targets to overcome these risks
3. Integration of actions to prepare for and respond to emergency situations
4. Evaluation of progress in reducing/preventing health problems/risks
5. Internal inspection
6. Independent external verification for the implementation of SMK3
7. Implementation of Procedures to investigate injury, ill health, illness and work related incidents
8. Implementation of K3 training
9. Procurement and contract requirements that include K3 criteria.





## Employee Participation and Involvement in SMK3 Implementation [GRI 403-4, 403-8] [GRI 13.19.5]

[GRI 13.19.9]

Regulation of the Minister of Employment No. PER-04/MEN/1987 on the Occupational Safety and Health Advisory Committee and Procedures for Appointing Occupational Safety Experts mandated each company to form an organizational structure of the Occupational Safety and Health Advisory Committee (P2K3) which involved employees. The GGF business unit operating in the Terbanggi integrated area, Lampung has formed a P2K3 structure led by Top Management. The P2K3 structure has been reported and approved by the Head of the Lampung Province Employment and Transmigration Office.

In carrying out their duties and authorities, P2K3 leaders are assisted by 60 members who are representatives of employees from various fields. P2K3 is responsible for planning, supervising, monitoring and evaluating K3 programs in the Company. P2K3 is also a forum for collaboration between employers and workers in implementing the K3 principles where regular meetings are held every 3 months. All workers in the operational areas of the GGF units in Terbanggi, Lampung have been included in the implementation of this SMK3.

In order to ensure the involvement of all parties to create a safe and healthy work environment, the rules regarding OSH are specifically contained in the Collective Labor Agreement (PKB) and compliance with K3 aspects is also implemented as part of the Key Performance Indicators (KPI) which become part of the performance appraisal of each worker. Compliance with K3 also applies to contractors.

## Mechanism of Hazard Identification, Risk Assessment and Incident Investigation

[GRI 403-2] [GRI 13.19.3]

GGF has developed mechanisms and procedures for identifying hazards in the Company's operational environment. Mechanisms and procedures carried out include:

1. Conduct training needs analysis to ensure employee competence is in accordance with the needs of the job.
2. Compile and periodically evaluate the HIRADC and JSA methods which are used

as methods for analyzing OHS hazards.

3. Conduct monthly inspections
4. Prepare K3 Incident Investigation Report
5. Organizing training on preparedness for emergency situations and First Aid for Accidents (P3K)

If a work accident incident occurs, we have procedures in place to carry out investigations, corrective actions, development plans and work accident reporting to ensure similar incidents do not happen again in the future.

In addition, GGF also mitigates the impact of OHS by conducting Risk Assessments, providing Personal Protective Equipment (PPE), conducting regular Safety Campaigns and Safety Briefings. GGF has also provided an emergency contact line or Emergency Respond Contact.

## K3 Training [GRI 403-5] [GRI 13.19.6]

During the reporting period GGF has organized a series of training aimed at increasing employee understanding and skills in identifying and managing OHS/K3 incidents. The type of training held is determined through the Training Need Analysis mechanism. The training is provided free of charge and is carried out during working hours, and is still paid for. Each training held is accompanied by pretest, post-test and feedback evaluation activities to be used as an evaluation of training results.

During the reporting year, GGF organized 17 K3 training sessions for employees in 2021, and

85 classess in 2022. The number of employees who participated in this training in 2021 was 818 participants, and in 2022 was 3,296 participants.

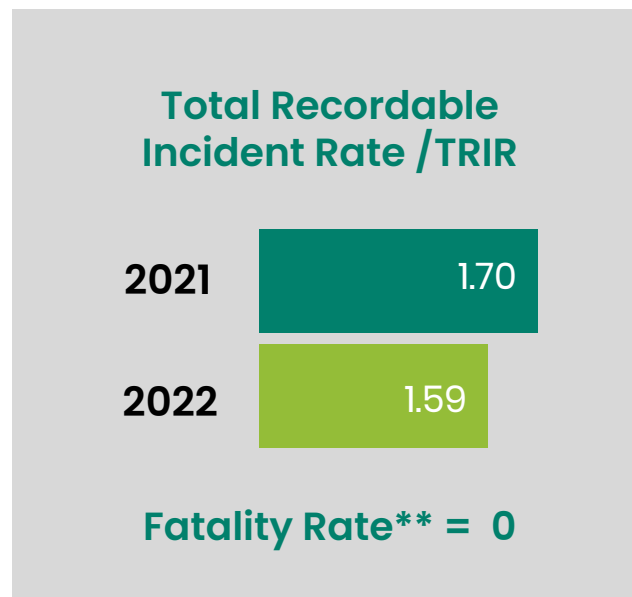
### K3 Performance Evaluation [SASB FB-AG-320a]

GGF is committed to implementing SMK3 consistently and making continuous improvements to achieve the Zero Accident target. The OHS mechanisms and procedures implemented have succeeded in increasing employee compliance and discipline in managing OHS risks in their workplaces.

This compliance can be seen from the OHS incident indicators that occurred which showed a significant downward trend during the reporting period. This shows employees can carry out their duties safely and productively.

### Occupational Accident Incidents [GRI 403-9] [GRI 13.19.10]

During the reporting period, GGF recorded a total of work accident incidents recorded in our integrated operational area in Terbanggi, Lampung. Work accidents that occur at GGF generally are bruises from falling or being hit by blunt objects and cuts from being hit by sharp objects. GGF responded to this incident seriously and followed up with an investigation as an effort to prevent the OHS incident from recurring.



Notes:

\*Total Recordable Incident Rate (TRIR): the number of recorded work accidents per 1,000,000 person-hours worked. Recordable injury incidents are injury incidents that result in lost workdays. Therefore, TRIR is equal to the Total Lost Time Injury Frequency Rate.

\*\*Fatality Rate: The number of workplace accidents that result in fatalities per 1,000,000 person-hours worked.

### Occupational Illness [GRI 403-10]

In order to implement the commitment to carry out operations with a zero accident rate (Zero Accident), GGF has mapped out the risks of accidents or dangerous diseases related to the work that the workers are doing. This mapping serves as a guideline for GGF to formulate an OHS policy to protect workers working at the

location or work unit from having an accident or contracting a work-related illness.

The PKB document has regulated provisions regarding workers suffering from work-related illnesses and unable to fulfill their obligations as workers. Based on this rule, the worker is entitled to work accident insurance which refers to the applicable policy.

### Employee Health Service and Promotion

[GRI 403-3] [GRI 403-6] [GRI 13.19.4] [GRI 13.19.7]

GGF is committed to supporting efforts to maintain the health of its employees by implementing various programs to improve their health. We provide, among other things, Primary Clinic service facilities that can be accessed 24 hours a day by all workers, workers' families, and local residents.

This clinic also organizes health programs such as first aid services, counseling or training, employee health programs, and nutritional counseling. There are also health posts in the plantation area to facilitate first aid services for workers.

Health quality improvement services and programs for employees include:

1. Routine health checks (medical check up) with the fulfillment of the requirements according to regulations

- Employee Wellness Program, namely employee health improvement programs such as routine health checks, joint sports and health-related seminars.

### Managing Crisis, Maintaining Business Stability during the COVID-19 Pandemic

Responding to the pandemic conditions that have lasted since 2020, GGF is grateful to have been able to prove its preparedness in dealing with the COVID-19 pandemic for the last 3 years. Experience in dealing with the COVID-19 pandemic has provided guidelines for GGF and all employees in managing emergency situations or health crises in an integrated and effective manner. GGF also has a crisis management infrastructure as a mitigation mechanism should a similar crisis recur.

During the pandemic, GGF also actively carried out communication audits such as monitoring COVID-19 cases in all business units, inspections, monitoring the media and coordinating and collaborating with the local government to reduce the impact of the pandemic.

Several other initiatives that we carried out for employees during the COVID-19 pandemic, including:

- Immunity protection through routine administration of vitamins and fruits to employees
- Tracing workers affected by COVID-19 to prevent spread
- Provide health care and isolation facilities
- Organizing mass vaccine programs for employees in particular

The management of GGF's COVID-19 pandemic crisis is centered on 3 initiatives, namely:



#### Crisis Team

Formation of a special task force and steering committee

#### Standard Operational Procedure (SOP)

Development of SOPs to respond to crisis situations



#### Communication Strategy

Management of communication during crisis and post crisis which aims to build shared awareness





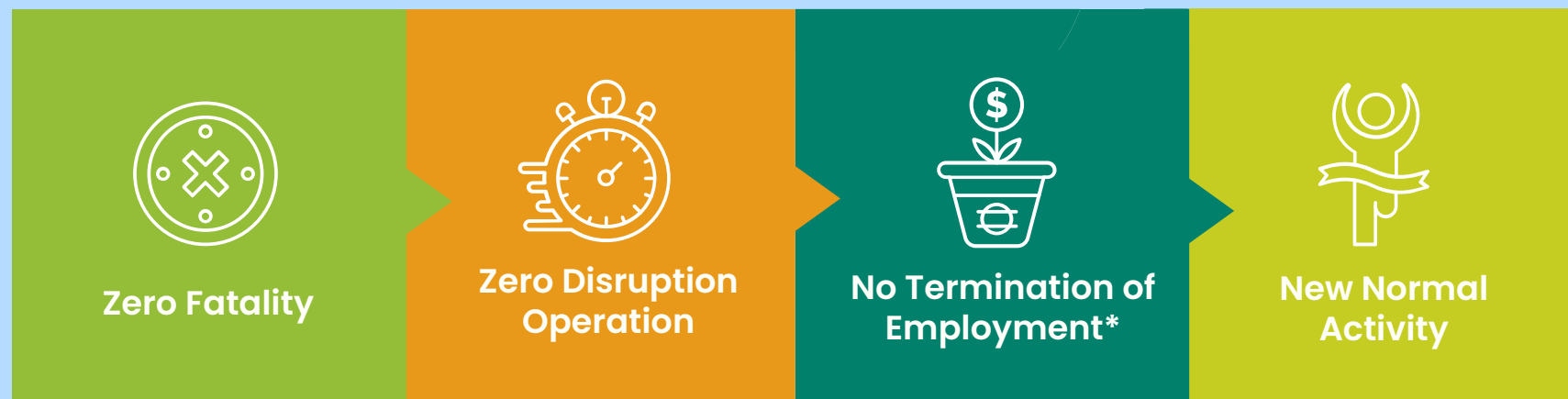
## Performance Evaluation During a Pandemic

Armed with crisis management carried out by GGF, it can prove that the Company is still able to manage GGF's operational productivity even in the midst of a

pandemic. GGF managed to achieve Zero Fatality during the COVID-19 pandemic. Meanwhile, the initiatives organized by GGF in supporting various activities to

prevent and deal with the impact of the COVID-19 pandemic have also won awards from a number of institutions.

### HR Protection Performance



\* Termination of Employment (PHK) due to Company efficiency as a result of the direct impact of the pandemic.

### Appreciation for GGF's participation and contribution in the Response to the COVID-19 Pandemic

- 1** Appreciation from the Indonesian Ministry of Health
- 2** Appreciation from the Lampung CSR Forum
- 3** Appreciation from the Regent of Central Lampung

## Protecting Employees and Communities through Mass COVID-19 Vaccination

GGF's commitment to protecting employees and the public during a pandemic is realized, one of which is through the accelerated COVID-19 vaccination program. GGF supports regulations related to the implementation of vaccinations to deal with and prevent the Covid-19 pandemic as stated in Minister of Health Regulation (Permenkes) No. 10 of 2021 on The Implementation of Vaccination in the Context of Combating the Corona Virus Disease 2019 (COVID-19) Pandemic.

Throughout 2021, GGF has implemented a vaccination program for 22,000 employees with a total vaccination success of 99.4%.

In addition to employees, GGF also organizes mass vaccination activities aimed at the community and employees' families who live around operational areas through the "Vaccines for Community" activity. GGF organizes at least 2 mass vaccination activities for employees and the public in the 2021 period in collaboration with various parties.

The first vaccination program was held by GGF on October 6 2021, in collaboration with the Lampung Provincial Leadership Council (DPP) of the Indonesian Employers' Association (Apindo) and the Financial Services Authority (OJK) of Lampung Province. Meanwhile, the second mass vaccination program was held on October 19 2021 in collaboration with Advanced Indonesian Women (PIM) Lampung.





# Grow Great Community





## Grow Great Community

GGF recognizes that our success is closely tied to the success of the local community. As the company strives to create positive impacts on the surrounding community, it understands that these achievements are only possible through the active participation of the local community. The growth of the company goes hand in hand with the growth of the people, and it is built upon a foundation of mutual support and collaboration. As part of our company's sustainability efforts to empower **Great People**, we have been working towards establishing a robust framework and foundation to make a meaningful impact on society. This chapter elaborates on our commitment to community development.

We actively evaluate our impact on local communities as part of the Company's Environmental Impact Assessment (EIA). This analysis is carried out in the areas of Central Lampung, North Lampung, East Lampung, West Lampung, and West Tulang Bawang (covering 100% of the operating areas of GGF's 4 business units in the Lampung integrated area). Furthermore, we have undertaken the important task of conducting social mapping to better understand the needs and concerns

of the communities in close proximity to our operations in collaboration with local Non-Governmental Organizations (NGOs). Until the current reporting year, we have successfully completed social mapping in seven villages (14%) out of a total of 51 villages around East Lampung. By 2023 we have a target to conduct social mapping in 12 more villages, while the rest will be done in the following years.

[GRI 413-1] [GRI 413-2] [GRI 13.12.2] [GRI 13.12.3]

We value the community's input and feedback regarding our operations. In 2021, we enhanced our external communication procedure and implemented an effective grievance resolution procedure. This procedure aims to cultivate positive relationships with external stakeholders, including the community, and to ensure that all concerns are documented and handled appropriately. We are committed to resolving any complaints we receive within 30 days of acknowledging the concerns. In 2021, we did not receive any reports from the community, and in 2022, we received one concern regarding our irrigation maintenance process. We promptly addressed this concern and successfully resolved it. Community engagement is carried out through regular monthly



meetings with the village government and community groups to obtain their aspirations for the benefits felt from the programs carried out by the Company. [GRI 2-25] [GRI 413-1]

Our community development programs are implemented through a structured four-stage process, which includes initial assessment and strategy formulation, project initiation, execution, ongoing monitoring and control, and project closure. We actively engage with the community throughout the project development, involving them in social mapping and assessing potential social risks. By doing so, we strive to ensure that our initiatives are tailored to their specific needs, contributing to their overall development while considering their perspectives.

## GGF's Community Development Program Implementation Procedure



During the period 2021 to 2022, GGF focused on three main programs: **GGF Cares**, **GREAT Indonesia**, and **Grow Together**. These programs have distinct yet interconnected objectives. GGF Cares focuses on overall well-being, while GREAT Indonesia focuses on children nutrition and sanitation to address stunting and wasting. Meanwhile, the Grow Together program aims to empower the community. Through these programs, GGF seeks to enhance community well-being and foster mutually beneficial relationships. <sup>[GRI 13.12.1]</sup>



## GGF Community Development Programs



### GGF Cares

GGF Cares is a comprehensive program dedicated to supporting the community in enhancing their healthcare and overall well-being, including during times of disaster relief. GGF Cares extends our support in three main areas: Care for Immunity, Care for Education, and Care for Facilities.



### GREAT Indonesia

GREAT Indonesia is GGF's flagship program aimed at reducing the prevalence of stunting and wasting in Indonesia, particularly in the region of Lampung. This program focuses on three key initiatives: supporting proper dietary habit, promoting effective parenting, and improving healthy sanitation practices.



### Grow Together

Grow Together program is a community empowerment initiative, which aims to uplift the community through various support means, including infrastructure development, educational initiatives, and assistance in enhancing the social economy.

## A Brief Look at Our Positive Impact

### GGF Cares

Provided

**66** tons of fresh fruit,  
**138,000** units of canned pineapple, and  
**3,587** litres of fresh milk for free\*

\*data from 2020 to May 2023

**5,000** packages  
of essential food items  
to the community  
in need

Coordinated the delivery of  
**1,985** doses  
of COVID-19 vaccine to  
workers' family members

#### SDG Contribution



### GREAT Indonesia

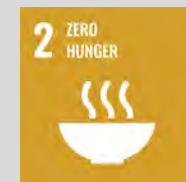
Assisted  
**2,782** preschool  
children (5 - 6 years old)  
in gaining access to  
healthy diets

Educated  
**1,800** pregnant and  
breastfeeding mothers on  
how to promote good  
parenting

Supported  
**260** households  
in achieving self-  
sufficiency in  
nutritious food

Established  
**11** deep wells  
to ensure the  
community access  
to clean water

#### SDG Contribution



### Grow Together

Developed and  
rehabilitated  
**214** kilometres  
of village road networks

Collaborated with  
**15** higher education  
institutions across Indonesia

Improved the livelihoods of  
**1,007** growers  
throughout Indonesia

#### SDG Contribution

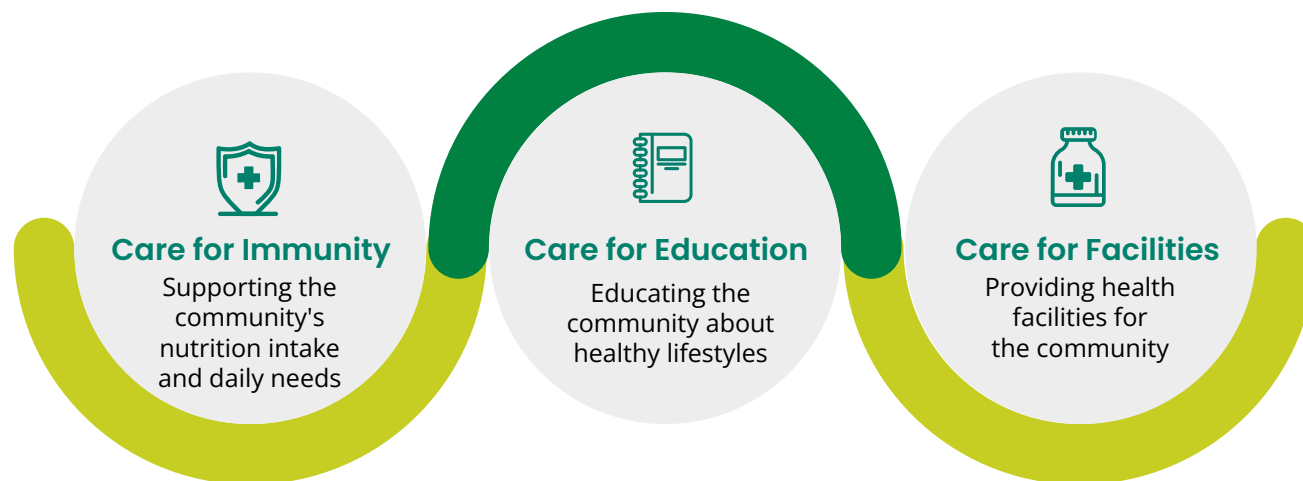
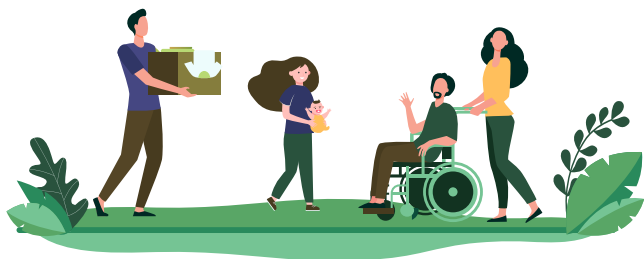




## GGF Cares

The GGF Cares program is specifically designed to offer comprehensive support to the community, with the goal of improving their health and access to healthcare. Aligned with the Sustainable Development Goals (SDGs), particularly Goal 3, GGF Cares strives to promote healthy lives and overall well-being for individuals across all age groups. Our program encompasses various aspects of care, including emergency response and disaster recovery, as these are the areas where the community requires the most support. During the reporting year, our primary focus is on addressing the challenges posed by the COVID-19 pandemic. Additionally, we extend our assistance to communities affected by disasters caused by natural hazards such as floods and earthquakes in various regions in Indonesia.

GGF Cares consists of three primary components: Care for Immunity, Care for Education, and Care for Facilities. Together, these initiatives strive to improve community well-being and foster resilience.



## GGF Volunteer

GGF Cares receives support from both the entire company and individual employees. Through the GGF Volunteer program, employees willingly join forces and contribute their personal resources to assist the community in times of need. This program has been in operation since 2018, reflecting GGF's commitment to fostering a sense of responsibility and empowerment at the individual level to impact the community positively.

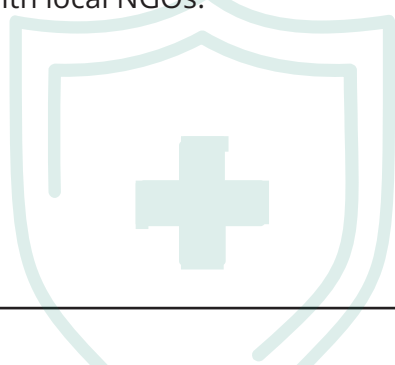
Throughout the reporting year, GGF Volunteer achieved significant success in collecting donations to aid the victims of the West Sulawesi Earthquake and the South Kalimantan Flood. The collective









efforts of GGF employees and the wider community resulted in substantial support for those affected by these natural-hazards induced disasters.



## Care for Immunity

The Care for Immunity initiative revolves around GGF's dedication to promoting healthy eating habits within the community. With an understanding of the nutritional value and quality of our products, we strive to ensure that the community can benefit from them. Our highly nutritious offerings, including canned pineapple, bananas, guavas, and fresh milk, are consistently distributed to the community. Particularly in 2021 and 2022, as we continue to face and recover from the COVID-19 pandemic, the need for nutritious foods to boost the immune system is crucial. During the reporting period, we also encountered several unfortunate disasters, such as flood in Central Lampung and South Kalimantan, Semeru eruption in Lumajang, and earthquake in West Sulawesi, that affected the community and jeopardized their access to sufficient nutrients. Our commitment to serving the community encompasses addressing these challenges. Throughout the reporting period, we distributed a total of 37 tons of bananas, 29 tons of guavas, 138,000 units of canned pineapple, and 3,587 litres of milk. Furthermore, we extend financial assistance to communities impacted by the disaster, which we distribute in collaboration with local NGOs.



2021		2022	
 <b>19.7</b> tons of banana	 <b>12.9</b> tons of guava	 <b>17.3</b> tons of banana	 <b>16.1</b> tons of guava
 <b>69,600</b> canned pineapple	 <b>1,459</b> litres of fresh milk	 <b>68,400</b> canned pineapple	 <b>2,128</b> litres of fresh milk

We also prioritize the community's ability to obtain essential food items, which are crucial for enhancing their immunity. GGF takes active measures to ensure that staple food items such as rice, cooking oil, salt, and eggs are readily accessible to the surrounding community, particularly during the period of Ramadan when commodity prices tend to rise. Furthermore, GGF contributes to the community's observance of Eid Al Adha by providing livestock, allowing them to commemorate the occasion solemnly. In both 2021 and 2022, GGF distributed 2,500 packages of staple food items and provided 20 heads of cattle each year to the community.



Our Nutritious Products support the Wisma Atlet Kemayoran Emergency Hospital for COVID-19 Patients



Ensuring the Community Has Access to Essential Staple Food Products



## Care for Education

Education plays a crucial role in improving the overall welfare of the community. It promotes health literacy and empowers individuals with the knowledge and skills to make informed decisions about their well-being. In addition to that, education serves as a valuable tool for sharing important information with the community about preventing and managing diseases. Through proper education, access to healthcare services can be enhanced by creating awareness about the resources that are available and developing skilled individuals to navigate healthcare systems more effectively.

The primary objective of GGF's Care for Education program is to provide the community with health knowledge and improve their access to healthcare services. This valuable information is effectively communicated through a range of formats, including offline methods like seminars, workshops, trainings, posters, stickers, as well as online platforms such as social media campaigns. GGF remains committed to conducting regular social media campaigns to actively promote disease prevention, while also sharing informative health facts and tips.



GGF Social Media Campaign Addressing Childhood Obesity Prevention



GGF Care Giving Health Tips



## Care for Facilities [GRI 203-1] [GRI 13.22.3]

Adequate healthcare facilities play a vital role in ensuring that a larger population can access essential healthcare services. The availability of proper infrastructure and medical devices is not only crucial in preventing the spread of diseases but can also be a matter of life and death for individuals facing critical conditions. To address this need, GGF's Care for Facilities initiative is dedicated to supporting the community, workers, healthcare workers, and healthcare facilities by providing sufficient health infrastructure. The importance of healthcare facilities has become even more evident during the COVID-19 pandemic. The COVID-19 pandemic has brought to our attention the challenges faced by the healthcare system in Indonesia, particularly the issue of inadequate personal protective equipment (PPE) and the urgent need for COVID-19 treatment facilities. These challenges underscore the significance of well-equipped healthcare facilities in effectively meeting the healthcare needs of the community.

GGF's Care for Facilities initiative offers diverse assistance, including support for the rehabilitation and renovation of hospitals and clinics. Furthermore, amid the COVID-19 pandemic, the Company has extended support through different means to help with prevention and treatment efforts. GGF conducts regular disinfection and fumigation of residential and public infrastructure, collaborates

with healthcare institutions to facilitate vaccination administration, provides COVID-19 testing machines and oxygen tanks, and supplies high-quality personal protective equipment, including masks.

Over the reporting period, GGF extended its support to ten hospitals across Indonesia and 28 public health centers in Central Lampung. GGF distributed a total of 1,700 medical-grade face masks, 135,000 civil face masks, over 10,000 hazmat suits, 5,000 oxygen tanks, and 525 oxygen refills. Additionally, GGF procured an Automatic Real-time PCR Machine for the Central Lampung government and facilitated the administration of 1,985 doses of COVID-19 vaccines to the families of our workers, including booster doses.

### In 2021 and 2022, GGF



Provided health product and facility support to **10 hospitals** and **28 public health centers**



Facilitated the administration of **1,985 doses of COVID-19 vaccine**



*Automatic Real-time PCR Machine Donation for the Local Government*



*Collaboration with Indonesian Regional Police for Vaccination Program*

## GREAT Indonesia

The prevalence of stunting and wasting in Indonesia remains a significant concern. The Ministry of Health's 2021 report on the nutrition status of children under 59 months revealed that Indonesia has a medium prevalence of stunting, a poor number of wasting, and a medium prevalence of underweight. These statistics highlight the ongoing challenges in ensuring adequate nutrition for children in the country. As a company committed to providing quality foods, GGF recognizes the importance of addressing these national issues. In response, we launched GREAT Indonesia in 2019, a program specifically focused on nourishing the communities surrounding GGF's operational areas, with a particular emphasis on combating stunting. Through this program, we aim to contribute to the government's efforts in tackling malnutrition and improving the overall well-being of children in Indonesia.

The GREAT Indonesia program is aligned with the three key strategies of stunting prevention recommended by the Indonesian Ministry of Health. These principles include promoting good dietary habits, enhancing parenting practices, and improving sanitation and access to clean water.



### Dietary Habit

Improving dietary habits through nutritious breakfasts for children and supporting household vegetable gardens.



### Parenting

Providing parental education, specifically for mothers, regarding adequate nutrition for children.



### Sanitation and Access to Clean Water

Developing infrastructure to promote sanitation practices and access to clean water, including installing handwashing station, toilets and deep wells.






## Dietary Habit

Sufficient and well-balanced nutrition plays a crucial role in preventing stunting among children. It is essential to introduce and integrate foods with balanced nutritional content into their daily routines from an early age. To support this strategy, GGF has implemented two initiatives, one of which involves providing nutritious breakfast to children in preschool.

Since 2019, GGF has been providing fruits and milk to thousands of preschool students. In 2021, we reached 882 students in 12 preschools across 5 villages, distributing 0.6 tons of bananas and 384 litres of milk. The following year, in 2022, our reach expanded to 1,900 students in 24 preschools across 5 villages. We significantly increased our product donations in 2022, with 28.7 tons of bananas and 3,189 litres of milk being distributed. All villages included in this program are located in Central Lampung.

**In 2021 and 2022, our Nutritious Breakfast program reached**

 **2,782** children

 **36** preschools

 **5** villages

**and delivered**

 **29.3** tons of bananas

 **3,573** litres of milks



*GGF Products Nurtures Children's Happiness and Nutrition*



*GGF Partners with Preschools to provide Healthy Breakfast to Children*





We have identified limited and expensive access to nutrition as the primary cause of stunting in our targeted area. To address this issue, we have extended our support to the Kawasan Rumah Pangan Lestari (KRPL) program, also known as the Vegetable Garden at Household's Yard program. This initiative encourages households to cultivate their own food, providing them with a reliable, affordable, and easily accessible source of nutrition. Our objective through the KRPL program is to promote self-sufficiency within the community, ensuring that our efforts to improve children's nutrition have a lasting impact. The Women Farmers Group — also known as Kelompok Wanita Tani (KWT) — plays a crucial role in facilitating the implementation of the program.

GGF's contribution to the KRPL program involves providing training and support to households, equipping them with seeds and necessary resources to establish their own vegetable gardens. Additionally, we offer assistance in setting up greenhouses, which serve as nurseries for the seeds distributed to participating households. In 2021, the KRPL program reached 230 households and established 5 greenhouses. In 2022, we expanded our program to other areas, reaching 180 households and establishing 6 greenhouses. Furthermore, in 2022, we collaborated with two KWT, consisting of 45 individuals.

*"In 2020 to 2022 the COVID-19 pandemic is still happening and this makes it difficult for us to get access to household nutritional needs because we have to go to the market to buy these needs, while the risk of virus transmission is high and can endanger us and our families. However, thanks to the KRPL program conducted in our village by the Company, our situation has transformed. We no longer have to travel to obtain vegetables; instead, we can simply go to our own yards or exchange our produce with our neighbors. We thank God that our harvest is abundant. Now we can sell the harvest."*



**Salsabila**

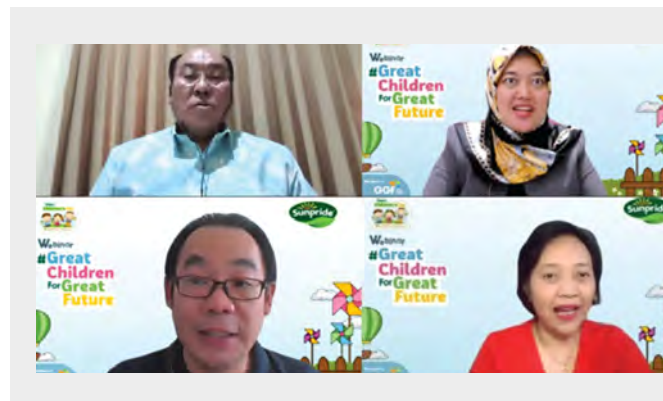
Member of Kelompok Wanita Tani  
Bandar Jaya, Central Lampung



## Parenting

Parents play a critical role in ensuring their children receive adequate nutrition for healthy growth and development. However, many parents lack knowledge and understanding about the importance of nutrition, which can impact their ability to provide proper nourishment for their children. Educating parents about the significance of nutrition is crucial. GGF is dedicated to supporting this endeavor by providing educational resources and initiatives that raise awareness among parents. Through programs, workshops, and collaborations with healthcare professionals, GGF aims to empower parents with the knowledge and tools needed to make informed decisions about their children's nutrition.

GGF's GREAT Indonesia Parenting program is dedicated to supporting pregnant and breast-feeding women. The program involves providing education on the significance of nutrition, ensuring they are equipped with knowledge to prepare suitable weaning foods for infants under 2 years old, and offering fruits and milk to enhance their own nutrition. Throughout the reporting year, GGF has successfully provided nutrition education to 1,800 mothers, with a particular emphasis on highlighting the importance of children's nutrition.



GGF conducts a series of online educational sessions for parents about children's health called #GreatChildrenForGreatFuture, which are regularly announced on GGF's social media platforms. This educational series has invited various stakeholders, including certified and specialized physicians, government representatives, and experts from GGF. In addition to the online educational sessions, GGF regularly shares educational content on social media, providing information on how parents can improve their children's nutrition.



GGF's #GreatChildrenForGreatFuture sessions on GGF Social Media



GGF Shares Educational Content on Social Media on Stunting Prevention



## Sanitation and Access to Clean Water

The limited access to sanitation and clean water increases the vulnerability of children to infectious diseases. In Lampung, a survey conducted by the Indonesian Statistics Bureau in 2020 revealed that approximately 21% of households lack access to proper sanitary facilities. Additionally, the city faces significant challenges in ensuring clean water availability, often experiencing water shortages and crises. GGF is committed to addressing this issue by investing in the construction of sanitary and clean water facilities, including handwashing station, toilets, and deep wells.

In 2021, GGF successfully built 6 deep wells, and in 2022, an additional 5 deep wells were constructed in various locations across Lampung. These facilities have been developed in village halls, places of worship, schools, and public health centers, with the aim of providing improved access to sanitation. Furthermore, GGF also contributed to the development of 10 toilets in 2022 in Central Lampung, which

aims to enhance access to clean water. GGF is committed to expanding this program to other regions that require attention.

### GGF helped the community build



11

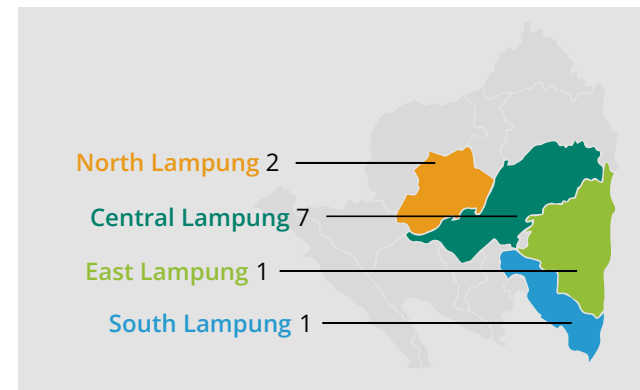
deep wells



10

toilets

### GGF Deep Wells Construction Location in 2021 and 2022



*Construction Process of Toilets to Improve the Community's Access to Sanitation Facility*



*GGF Handing Over Donations for Deep Wells*





# Grow Together



## Infrastructure

Providing support for improving infrastructure and service to the surrounding community.



## Education

Providing training, partnering with higher education institutions, and sharing our expertise, to improve the quality of education within the community.



## Social Economy

Providing socio-economic assistance to improve the community's welfare through partnership programs.

## Infrastructure

GGF is committed to allocating significant resources towards the development, rehabilitation, and maintenance of essential public infrastructure, ensuring a comfortable living environment for the community. Having adequate public infrastructure facilitates easier access to livelihoods, education, and healthcare facilities for the community, thereby enhancing their quality of life. We take pride in our contributions to various infrastructure projects, including roads, drainage systems, and bridges. In addition to our focus on infrastructure, we also extend our support to meet the social needs of the community. This includes providing assistance for the

development, rehabilitation, and maintenance of places of worship. By investing in both physical infrastructure and social spaces, GGF aims to enhance the overall well-being and quality of life of the community.

During the reporting period, we focused our infrastructure development program in Central and North Lampung. Our contributions to infrastructure development can be seen in the table below. These achievements demonstrate our commitment to improving infrastructure and social spaces, ultimately creating greater value for the surrounding community.

GGF support on infrastructure development, rehabilitation, and maintenance in 2021 - 2022

<b>2021</b>	<b>31</b> buildings places of worship
<b>3</b> bridges	<b>64</b> kilometres road network
<b>2022</b>	<b>35</b> buildings places of worship
<b>2</b> bridges	<b>150</b> kilometres road network



*GGF Support for the Construction of Road Infrastructure and Drainage Network in Central Lampung*

## Education

### Campus Partnership

GGF recognizes the significance of partnerships with higher education institutions to achieve mutual benefits and create a greater impact. Over the years, GGF has actively collaborated with campuses to fulfill the Threefold Missions of Higher Education, which are teaching, research, and community service. In the realm of teaching, GGF contributes by offering internship programs that allow students to gain practical experience by working within our company. By immersing themselves in a professional environment and learning from experts, students can apply the theories they have studied to real-life scenarios. In terms of research, GGF engages in joint research initiatives with higher education institutions. Through these collaborations, the advanced technologies and resources available at GGF can be leveraged to facilitate research projects. Moreover, GGF actively partners with higher education institutions to conduct community service initiatives. By working together, GGF and higher education institutions can address the needs of the communities surrounding GGF's area of operation.

These partnerships with higher education institutions exemplify GGF's commitment to fostering a strong bond between academia and industry. These partnerships not only benefit the academic community but also the company itself. GGF gains access to a pool of talented

### GGF Support for the Threefold Missions of Higher Education



#### Teaching

Internship program for students



#### Research

Joint-research between industry and campus



#### Community Service

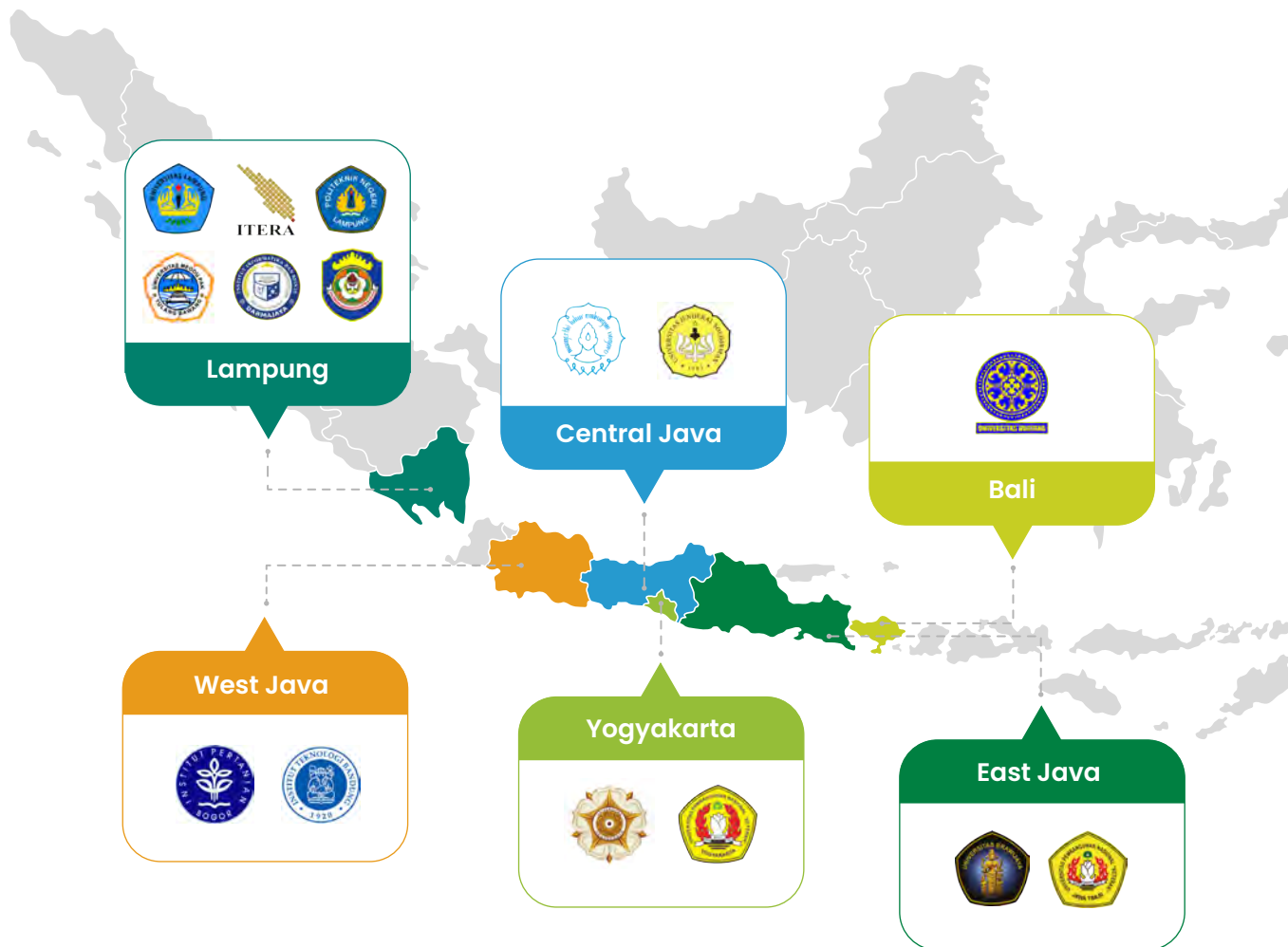
Collaboration to empower community around the Company

students and emerging graduates who bring fresh perspectives, innovative ideas, and up-to-date knowledge in their respective fields. Such collaborations also provide businesses with the opportunity to identify and nurture potential future employees, ensuring a skilled and competent workforce. Collaborating with universities also ensures that GGF stays at the forefront of innovation and development. It supports GGF's commitment to bringing about a greater positive impact on the community. By collaborating in teaching, research, and community service, GGF and higher education

institutions jointly contribute to the growth and development of society as a whole.

As of 2022, GGF has established partnerships with 15 public and private higher education institutions across six provinces in Indonesia. These campuses are primarily located in Lampung, which is the main operational area of the Company. Additionally, GGF has formed partnerships in West Java, Central Java, Yogyakarta, East Java, and Bali. These collaborations encompass a wide range of activities that fall within the scope of the Threefold Missions of Higher Education, as mentioned earlier.





GGF has a longstanding tradition of welcoming students into its internship program, highlighting its commitment to offering valuable learning opportunities. In 2021, GGF further strengthened this dedication by participating in the government's Merdeka Belajar (Freedom to Learn) Program, which will be discussed in more detail in the subsequent section. Additionally, GGF's Research and Development Department collaborated with universities to undertake joint research projects in the field of agricultural management, circular economy, waste management technology, and precision agriculture digitalization. Furthermore, GGF partners with universities to empower and support local communities, including initiatives such as the development of organic fertilizer, food processing, and conservation activities.

In addition to these mentioned collaborations, GGF's campus partnership program encompasses various activities. This includes providing funding for university activities, organizing job fairs and career expos at different universities, as well as participating in the GGF Goes to Campus program by visiting universities to engage with students and share insights.



## Student Internship

Amidst the COVID-19 pandemic in 2020, the Ministry of Education and Culture launched the Merdeka Belajar Program with the aim of providing students with increased flexibility and autonomy in selecting their learning pathways and methods. This policy encourages students to take control of their learning process by offering diverse learning options beyond the confines of traditional classroom settings. As part of this initiative, the Ministry introduced the Merdeka Belajar Kampus Merdeka (MBKM) Program, also known as the Freedom to Learn - Independent Campus Program. This program includes an internship program that specifically focuses on providing undergraduate students with the opportunity to gain practical work experience before completing their degrees.

In our commitment to enhancing the quality of education, GGF proudly partnered with MBKM

in 2021. This partnership has allowed us to provide valuable internship opportunities to students from 33 public and private universities across Indonesia. Since establishing this collaboration, we have welcomed 113 students, with 52 students in 2021 and 61 in 2022. These students were placed in various departments across our six business entities. Furthermore, they were distributed across six provinces where our business entities operate, including Lampung, Banten, DKI Jakarta, Central Java, East Java, and Bali.

**GGF Involvement in MBKM Program bring benefits to**



*Student Interns from MBKM Program*



*Farewell Ceremony of MBKM Program*



### Practitioners as Instructors

Schools and universities play a vital role in equipping students with theoretical knowledge. However, incorporating industry expertise in educational settings can provide additional benefits. By inviting industry professionals, such as GGF, to share their innovative practices and experiences, students gain valuable insights into real-world applications and industry trends. These interactions serve as a source of motivation, inspiring students to pursue their passions and excel in their chosen fields. Furthermore, these sessions create networking opportunities, enabling students to connect with professionals who can offer guidance, mentorship, and potential career pathways. Throughout the reporting year, GGF actively participated in various seminars and school visits, sending our industry experts to share their knowledge and expertise with students. Some of these activities include becoming speakers for the National Entrepreneurship Seminar at Universitas Dharmawangsa and the RekaTalks & RekaPreneur program conducted by Universitas Lampung, as well as paying a visit to SMA Negeri 5 (SMAN 5) Bandung to share our expertise.

25 - 28 October 2022

### National Entrepreneurship Seminar Universitas Dharmawangsa

GGF had the honor of being invited to speak at the National Entrepreneurship Seminar organized by the Innovation Technology and Business Center Incubation Unit (UPT TI2PB) of Universitas Dharmawangsa. This seminar was a significant component of the Dharmawangsa Carnival 2022, which aimed to foster an entrepreneurial spirit among the students. Ryan Agung Lian Tomo, the Area Sales Manager for Sumatra at Great Giant Foods' Sunpride Lyfe Division, represented GGF and delivered a speech highlighting the significance of networking in the pursuit of business success.

24 November 2022

### RekaTalks & RekaPreneur



*GGP's Director of Corporate Affairs was Invited to Talk at RekaTalks & RekaPreneur*

As part of the Kedaireka program, a program of the Merdeka Belajar initiative, the Ministry of Education and Culture organized RekaTalks & RekaPreneur at Universitas Lampung. Kedaireka aims to establish connections between higher education institutions and businesses/industries. The event was attended by representatives from the ministry, university, and industry. Welly Soegiono, the Director of Corporate Affairs at GGP, was invited to speak about the importance of collaboration between higher education and the agriculture industry.

16 December 2022

### Circo Learn

At the end of 2022, GGF's senior executives, led by CEO Tommy Wattimena, visited SMA Negeri 5 (SMAN 5) Bandung as part of the Circo Learn program. During their visit, the team actively engaged with students, delivering classes on Sustainability and Circular Economy. The students had the opportunity to learn firsthand about the three principles of Circular Economy implemented by GGF, namely Minimize Waste, Maintain Products and Materials Used, and Regeneration of Natural Systems. They also gained insights into how adopting this system can bring added value to the Company.



*GGF Senior Executive at SMAN 5 Bandung*



*GGF CEO, Tommy Wattimena, sharing his expertise with students at SMAN 5 Bandung*



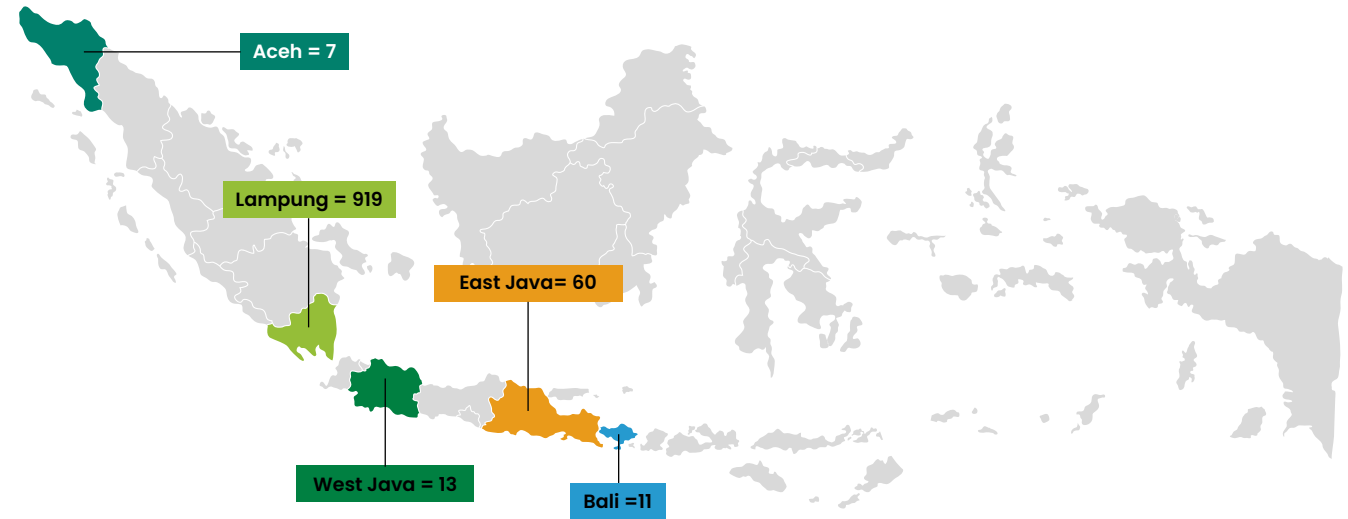
## Social Economy

### Farmer Empowerment Partnership

[GRI 203-2] [GRI 13.22.1] [GRI 13.22.4]

As part of our Grow Together initiative, we have introduced a community development system with the goal of creating mutual value for the local community and our company. We actively collaborate with the local community and integrate them into our supply chain as our partners, as part of our Farmer Empowerment Partnership (FEP). We have formed a partnership with 1,007 growers based in 5 provinces in Indonesia, primarily concentrating on banana and avocado production. However, we actively strive to broaden our partnerships to encompass other commodities.

### GGF Growers Location in 2022



*Our Grower Harvesting Bananas*

The partnership established between GGF and Growers has transformed the supply chain model to prioritize the welfare of farmers and guarantee high product quality. Previously, the traditional supply chain involved Growers obtaining high-interest loans and selling their produce to a series of collectors before reaching the end consumers. However, with the new arrangement, the supply chain has become shorter and more streamlined. It involves key stakeholders such as GGF, the Farmer Cooperative, and Growers, enabling a more efficient process for handling and selling the produce.





### Traditional Supply Chain



### Transformed Supply Chain



By establishing a direct link to GGF, Growers benefit from stable prices for each commodity they cultivate. As part of this arrangement, the Farmer Cooperative collaborates with GGF to support the development of Growers in three key areas: Knowledge, Resources, and Transactions. GGF provides valuable knowledge through technical assistance, training, monitoring, and supervision. In terms of resources, GGF supplies seeds, production facilities, and funds. Additionally, GGF plays a crucial role in the transaction process by acting as a marketer for the Growers' produce.



*Produce from the FEP Program being packed at the Packing House in collaboration with the Community Cooperative*

## Creating Shared Value through FEP

Our Farmer Empowerment Partnership (FEP) program serves as a platform for creating shared value (CSV) between our company and the community. We strongly believe in the potential of the community to achieve self-sufficiency and enhance their quality of life. Through this initiative, GGF extends an invitation to growers to collaborate and become partners, working hand in hand to bring benefits to both themselves and our company. This partnership relies on the unwavering dedication and commitment of both parties, fostering a sustainable and mutually beneficial relationship.

GGF provides extensive support to growers in implementing and maintaining food quality standards that meet export requirements. By adhering to these

standards, growers are able to produce high-quality products that meet market demands. GGF takes charge of marketing these superior products, generating financial benefits for both our company and the community. This partnership underscores GGF's competitive advantage and unwavering commitment to grow together with the community, nurturing a shared vision of prosperity.



Basically, CSV was established to create a better life for the farmers. Prosperous farmers beget a prosperous Company.

Jane Fransisca

CEO of Farmer Empowerment Partnership

### Opportunity to Creating Shared Value (CSV) through FEP

Social Needs	Corporate Assets & Expertise	Business Opportunities
<ol style="list-style-type: none"> <li>1. Market &amp; Price Uncertainty</li> <li>2. Low Income</li> <li>3. Product Quality</li> <li>4. Farmer's Capacity Building</li> </ol>	<ol style="list-style-type: none"> <li>1. Market</li> <li>2. Product Standardization</li> <li>3. Skills &amp; Technology</li> <li>4. Commodity Portfolio</li> <li>5. Capital Land</li> </ol>	<ol style="list-style-type: none"> <li>1. Export Market</li> <li>2. IT Optimization</li> <li>3. Social Media</li> <li>4. Consumer Behaviour</li> <li>5. Product Diversification</li> <li>6. Government Policy</li> </ol>

To facilitate and strengthen this partnership, GGF has implemented eGrower, a comprehensive information system that captures all aspects of Grower activities. This includes their profiles, plantation activities, packing house operations, material usage, and production results. The eGrower application ensures transparency and real-time access to data, promoting efficient and accurate information management.



## Great Growers, Great Company



**Bambang**  
GGF Grower in Tanggamus,  
Lampung

*"I want to change our life fate for the better by joining GGF's program. I have been living in challenging conditions, and in the past, I used to cultivate chilies. However, I managed to send all my five kids to higher education. I can support their education by growing bananas."*



**Istanto**  
GGF Grower in Blitar,  
East Java

*"Other commodities than bananas always suffer famine. But with bananas, we can harvest them almost every month. My family and I have been living a better life. Two of my children have gone to college. My principle in joining GGF's program is to never stop learning. By learning, we will eventually be self-sufficient."*



**I Komang Swartika**  
GGF Grower in  
Jembrana, Bali

*"By becoming GGF's partner, we're not only receiving good seeds, but we also receive intense assistance and coaching from the Company so that we completely understand how to cultivate Cavendish. The income we earn from this program is incredible."*





## MSMEs Partnership





GGF acknowledges the crucial role that Micro, Small, and Medium Enterprises (MSMEs) play in reducing poverty and improving well-being. As part of our commitment, GGF is fully dedicated to providing comprehensive support and assistance to MSMEs situated within our operational area. This support encompasses various aspects, including soft skills and technical training, guidance, socialization, and facility provision.

Moreover, GGF actively integrates MSMEs into our supply chain by sourcing products from them and involving them in our circular economy program. Additionally, GGF assists the community in finding their own markets. The goal is to empower these businesses and foster their independence, enabling them to thrive and contribute to the local economy.

In 2021 and 2022, GGF supported 17 MSME groups in the pallet, tailor, food, and waste management industries. We have developed partnerships with MSMEs in the pallet and tailor industries for over 20 years. We utilize pallet products from our MSME partners to safeguard our products during national and international shipping, and collaborate with the tailor industry to manufacture our company uniforms. The MSMEs involved in food, and waste management are integral to our efforts

in promoting a circular economy. Further details on this can be found in our story about **Community Development in our Circular Economy**.

**In 2021 and 2022, GGF has supported more than 200 individuals across 17 MSMEs Group.**

	2021	2022
 <b>Pallet</b>	3 groups and 25 individuals	3 groups and 38 individuals
 <b>Tailor</b>	6 groups and 123 individuals	6 groups and 123 individuals
 <b>Foods</b>	3 groups and 31 individuals	7 groups and 34 individuals
 <b>Maggot Black Soldier Fly (BSF)</b>	1 groups and 2 locations	1 groups and 5 locations



GGF MSME Partners

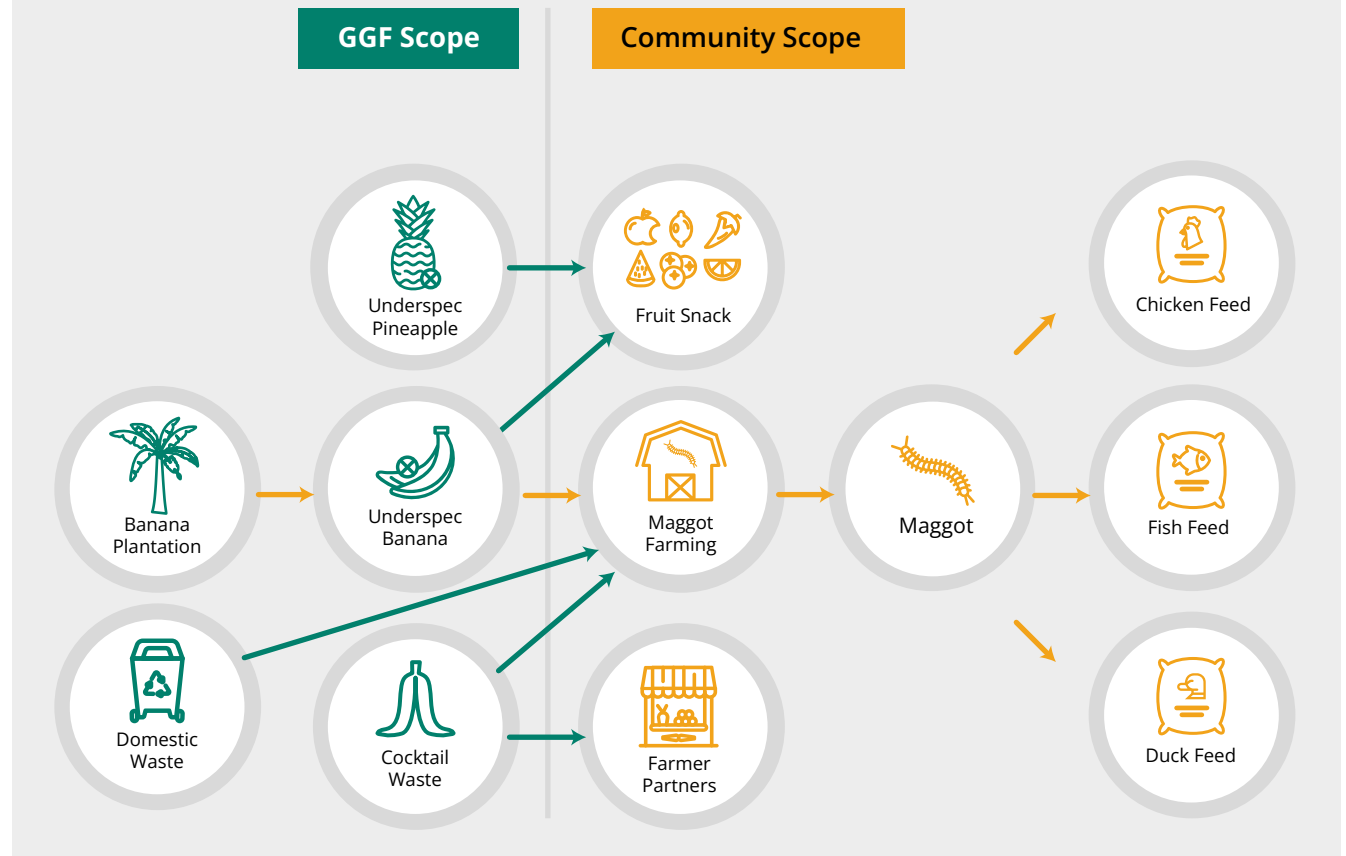


GGF MSME Partners' Products

## Community Development in our Closed Loop Circular Economy

GGF's commitment to the Circular Economy remains steadfast. We are dedicated to reducing waste and repurposing underspec products through innovative approaches. In pursuit of this goal, we actively involve local MSMEs as our partners. Our underspec pineapple and banana are repurposed by the community into delicious fruit snacks, which GGF supports by facilitating their marketing through a partnership with the Community Cooperative. Additionally, our domestic waste and cocktail waste undergo a breakdown process using maggots in collaboration with our partner MSMEs. The maggot is then utilized as a valuable resource for chicken and duck feeds. By adopting these sustainable practices and engaging local MSMEs, we are able to contribute to the circular economy and create a positive impact on the environment, community, and economy.

## Waste & Community Development Closed Loop Circular Economy





# Grow Great Nature





## Grow Great Nature [GRI 3-3]

At GGF, sustainability practices have become a core component of our business. The sustainability practices that we carry out in our business include implementing the circular economy concept. Based on circular economy principles, environmental management prioritizes the wise and efficient use of natural resources with the aim of reducing waste and minimizing negative environmental impacts.

We realize this commitment through sustainable environmental management practices by encouraging reusing and recycling practices to make the most of products and materials that

still have economic value. Thus the operations carried out can reduce the need for new raw materials and the volume of waste produced.

The environmental management that we carry out is not only aimed at managing operational impacts on the environment, but is part of GGF's long-term business continuity strategy. We design environmental management that can protect the environment and its ecosystem, increase soil fertility, maintain biodiversity, and increase corporate value, which is reflected in the success of increasing GGF's production in the long term.

GGF's commitment to sustainable environmental management is confirmed through the **GGF Great World** Sustainability Pillar. The Pillar stands for GGF's aspirations to encourage sustainable agricultural practices, maintain soil and water sustainability, reduce carbon footprint, and implement integrated waste management. GGF has also developed a short-term sustainable environmental management strategy up to 2027.



### GGF For Great World

Climate Action	Business Circularity	Goodness in Nature
<ul style="list-style-type: none"> <li>• Zero emission target in GGF operations (Scope 1 &amp; 2) in 2050.</li> <li>• Reduce carbon emissions by 30% by 2030 based on the 2021 baseline.</li> </ul>	<ul style="list-style-type: none"> <li>• Application of circular economy to achieve zero waste disposed of in landfills by 2030.</li> <li>• Effective collaboration with stakeholders to support a circular economy.</li> </ul>	<ul style="list-style-type: none"> <li>• Application of regenerative and precision farming practices in all GGF operations.</li> </ul>

GGF ensures that environmental management in integrated operational areas within Lampung and several other areas is always in accordance with and complies with regulations that are applied at the global, national, and local levels. GGF also strengthens this commitment by implementing a globally applicable Environmental Management System, namely ISO 14001, at our main processing facility belonging to GGP entities and certifying this standard annually.

## Environmental Management Performance 2022

Preparation of **emission reduction roadmap** until **2030**

Update and improvement of GHG emission inventory  
**total emissions**  
**617,138 tCO<sub>2</sub>e\***  
as baseline data in 2022

**Total energy efficiency**  
**1,138,974 GJ**  
in 2021-2022

Reduced  
**84%** of **food loss** and **food waste**  
that ends up in landfills

Optimizing the use of organic fertilizers  
**compost consumption**  
**↑ 42.5%**  
in 2022 compared to 2021

**1,084** integrated pest management training **participants** in 2021-2022

**↓ 3.71%** **water index**  
for one pineapple cycle  
in 2021 compared to 2022

## Contribution to SDGs



# GGF and Circular Economy

[GRI 3-3] [GRI 13.8.1]

The National Medium-Term Development Plan (RPJMN) for the period 2020-2024 stipulates a circular economy as Indonesia's strategy in developing a low-carbon economy, which is crucial in increasing resilience to disasters and climate change. Based on the RPJMN, in 2021, the government has determined five industrial sectors in Indonesia that are prioritized for the implementation of a circular economy, namely food and beverage, textile, construction, retail sectors which focus on plastic packaging, and electronics.

As a prioritized sector, GGF has shown strong leadership in implementing a circular economy in the country. GGF has implemented a circular economy model that is guided by the principles of Refuse - Rethink - Reduce - Reuse - Repair - Refurbish - Remanufacture - Repurpose - Recycle (9R) since the 1980s.

## Food and Energy Estate <sup>[GRI 3-3] [GRI 306-2]</sup>

GGF's fundamental step in implementing a circular economy is to build a Food and Energy Estate (FEE) ecosystem. The FEE is a land development concept that combines food production, waste management, and renewable energy in an integrated area or estate.

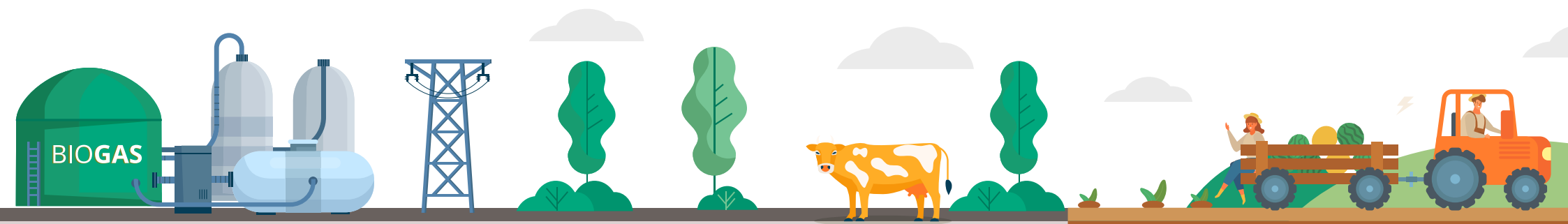
In the FEE concept, part of the land is used for agriculture or plantations to produce food products in the form of fruits and their derivative products and other agricultural commodities. Meanwhile, some other land is allocated to develop renewable energy sources and organic fertilizers through the utilization of waste from production. The main objective of FEE is to use land efficiently and sustainably.

GGF's FEE area is located on a 32,000 Ha plantation area in Lampung. In this area, there are

operational areas in the form of plantations and production facilities from a number of business units owned by GGF, namely plantations and fruit processing factories owned by GGP, livestock owned by GGL, tapioca processing factories owned by UJA, and bromelain enzyme production facilities from BE.

The Food and Energy Estate concept allows GGF to fully implement the 9R principles in a circular economy. All resources are used efficiently by maintaining the maximum economic value of a resource.

By-products from production in a business unit are reused as raw materials to support the production process in other business units and facilities. This is to ensure that the waste generated is minimized and hence lessen the negative impacts on the environment.





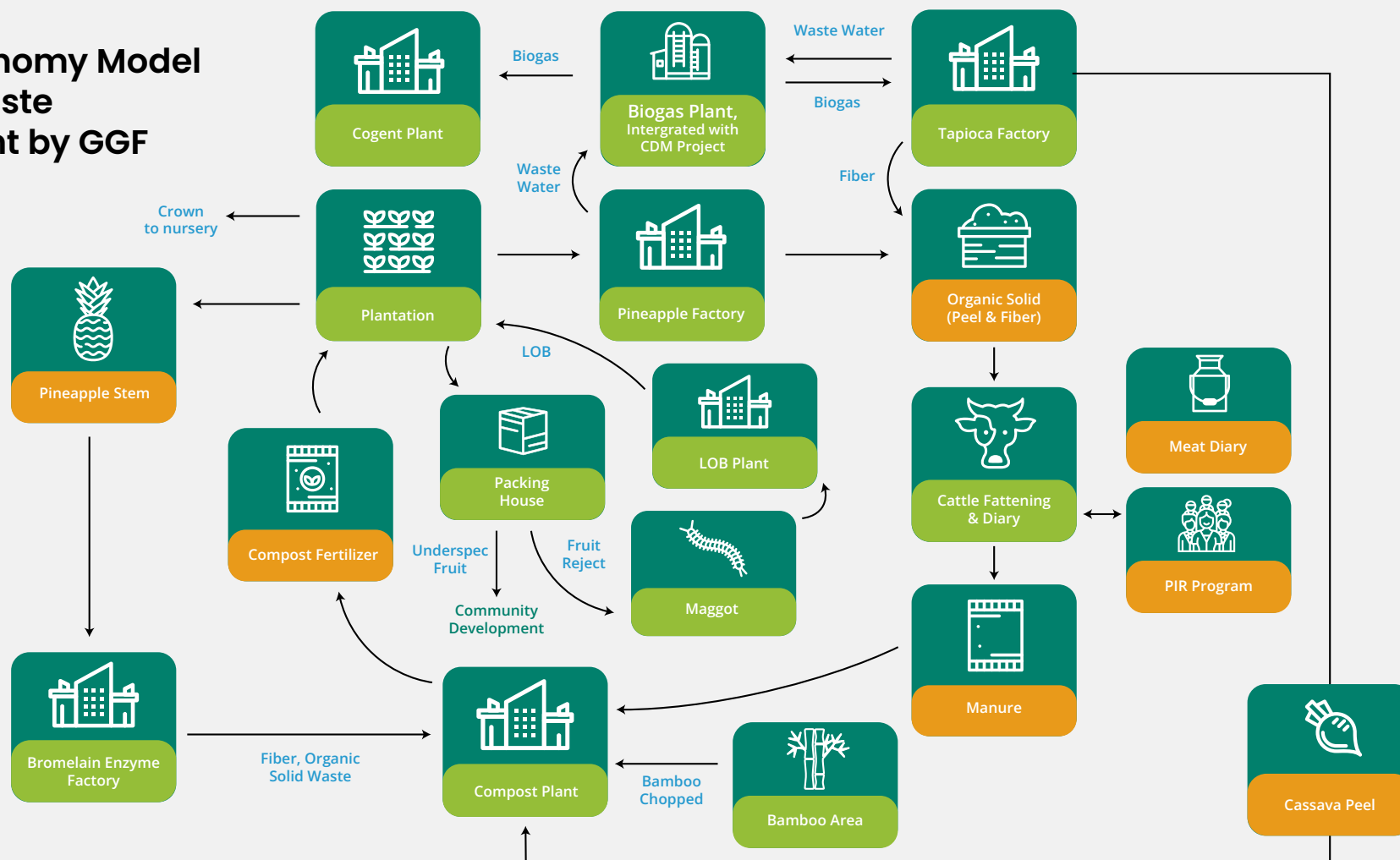
Initially, the Company's energy consumption still relied on coal and residual fossil fuels (Heavy Fuel Oil/HFO) which caused GGF's carbon emissions to increase. GGF then took the initiative to utilize the liquid waste from pineapple and cassava processing from GGP's canning factory and UJA's tapioca flour factory

into biogas. Since 2010, GGF has built a Biogas Plant facility that supplies Biogas energy which is used as a substitute for HFO and coal in tapioca factories and power plants respectively.






GGF continues to innovate, improve and expand the implementation of Zero Waste and

Zero Carbon in its operations while facing implementation challenges such as investment costs and productivity. GGF organizes programs that aim to bring out the best initiatives to support operations within the operational environment of GGF's Food and Energy Estate.

## Circular Economy Model and Zero Waste Management by GGF



## Circular Economy Model and Zero Waste Management by GGF [GRI 306-2]

Initiative	Description	Advantages and Benefits
 Biogas	<p>Processing of pineapple liquid waste from GGP and tapioca from UJA to be processed into biogas as an alternative energy source in the context of implementing zero waste management.</p> <p>30% of the biogas produced is used to replace HFO in the Tapioca factory and 70% is used to substitute coal used in the Power Plant.</p>	<ul style="list-style-type: none"> <li>Reducing waste production to Waste Water Treatment Plan (WWTP) and the environment.</li> <li>Reducing the use of coal in power plants by around 7-8%, and replacing 100% of residual fossil fuels/HFO in Thermal Oil Boilers of tapioca flour factories.</li> <li>The potential to reduce GGF's GHG emissions is 38,000 tCO<sub>2</sub>e/year.</li> </ul>
 Compost	<p>Processing of cow manure, bromelain pulp, chopped bamboo, cassava pulp, and cassava peel to be processed into compost which is then used as organic fertilizer for pineapple, banana, crystal guava plantations, etc.</p>	<ul style="list-style-type: none"> <li>Reducing the production of waste to landfills and the environment.</li> <li>Support the program to reduce the use of inorganic fertilizers by 40%.</li> </ul>
 Biochar	<p>Processing bamboo waste that has expired after being used for water conservation in gardens and for anchoring banana trees to be processed into biochar or charcoal powder which will be mixed with compost as biofertilizer material.</p>	<ul style="list-style-type: none"> <li>Increase soil fertility.</li> <li>Reduce the dosage of compost per hectare by 50%.</li> <li>Increasing soil C-Organic faster.</li> <li>Reducing the use of chemical fertilizers.</li> </ul>
 Bromelain Enzyme	<p>Processing of pineapple stems into bromelain enzymes which are raw materials for health supplements.</p>	<ul style="list-style-type: none"> <li>Strengthening business units in the GGF ecosystem.</li> <li>Reducing the production of waste to landfills and the environment.</li> </ul>
 Maggot/Black Soldier Fly (BSF)	<p>Fruits from GGF agricultural land that are not fit for consumption are processed to be used as maggot/BSF feed.</p>	<ul style="list-style-type: none"> <li>Reducing fruit waste that is disposed of in landfills.</li> <li>Maggots can be used as a substitute for fish meals used in Liquid Organic Biofertilizer (LOB) factories.</li> </ul>

## Management of Food Loss and Food Waste Towards Zero-Waste Operations

[GRI 3-3] [GRI 306-2] [GRI 13.9.1] [GRI 13.9.2]

Food loss and food waste have become a social problem that is of increasing concern in Indonesia. In a report published in 2016, the Economic Intelligence Unit recorded that Indonesia is the second largest producer of food waste in the world, with a total food waste of 300 kg/year per capita. According to the 2021 Ministry of National Development Planning of the Republic of Indonesia (Bappenas) Report, Indonesia's food loss and food waste during 2000 - 2019 reached 150 - 184 kg per capita per year. This figure is equivalent to 4% - 5% of Indonesia's GDP and should be able to feed 30% - 40% of the population in the country.

Through our circular economy commitment, GGF has put in considerable effort to contribute directly in response to the problem of food loss and food waste in Indonesia. GGF defines food loss as the management of various food products produced by GGF, such as fruits, milk, and canned pineapples, that do not meet food quality requirements for distribution to the market.

GGF realizes its commitment to preventing food loss and food waste through a number of upcycling programs that are guided by the following strategies:

### 1. Reduce

Reduce intolerance defects and fruits that are unsuitable for consumption and

optimize processes during processing production.

### 2. Reuse

Reuse of several fruit products that are suitable for consumption through utilization for food needs, conversion to other business units under GGF, as well as community empowerment through MSME for reprocessing of materials that we divert.

### 3. Donation

As part of health maintenance, the harvested and edible fruits produced are donated to meet the nutritional needs of employees and the surrounding community.

### 4. Recovery

Utilization of rejected fruit used as maggot feed.

### 5. Production of Compost

Making compost as the goal of the final stage of handling food loss and food waste. Composting is carried out internally in our business, which is also part of the waste management process so that it can then be reused in plantation areas.

In 2022, the food loss and food waste reduction strategy implemented by GGF has succeeded in reducing as much as 84% of food waste so that only 4,054 tons remain that end up in the Final Disposal Site. [GRI 306-2]

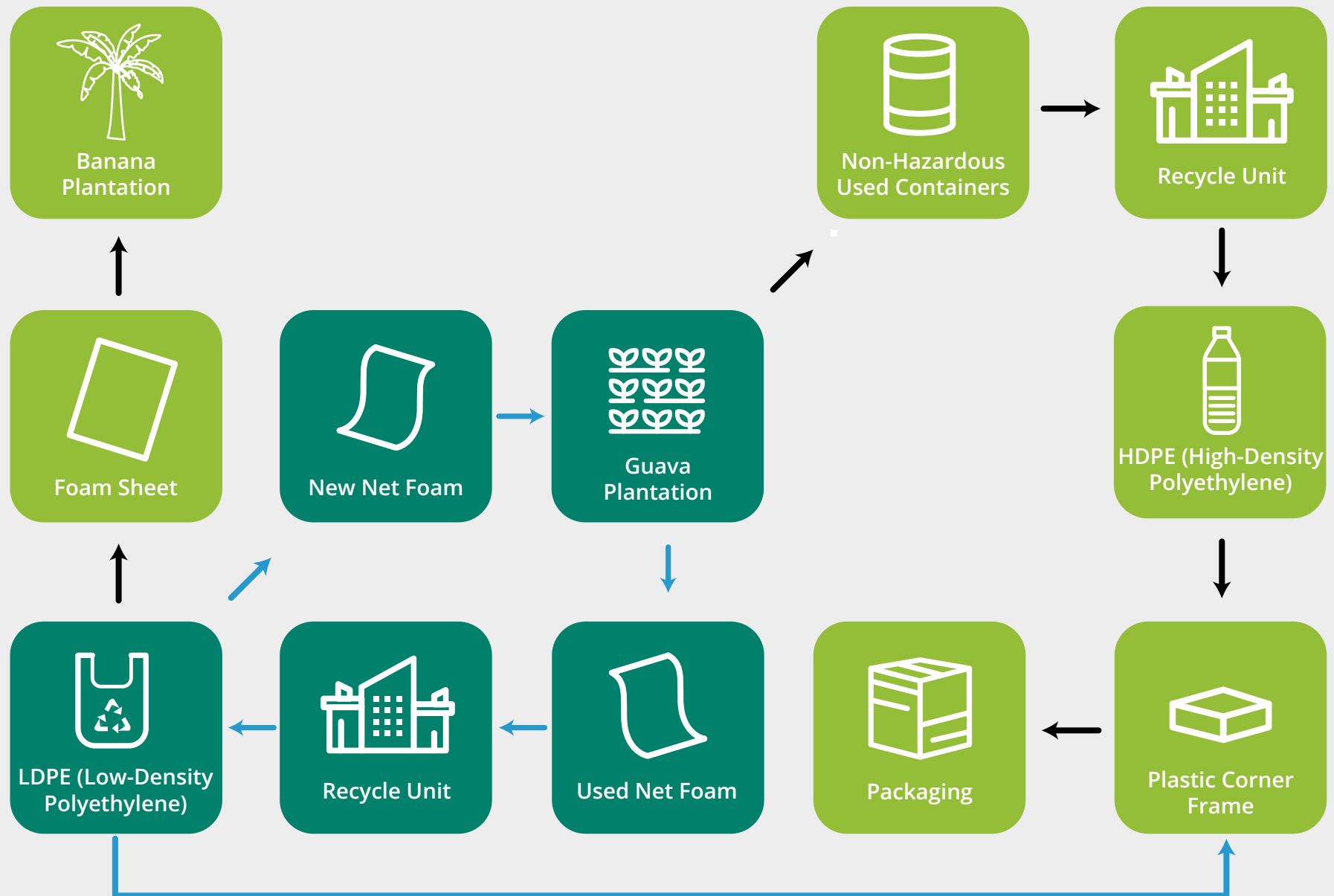
## Initiatives towards Zero Waste Plastic [GRI 3-3]

The commitment to implement a circular economy is accomplished through the Zero Waste Plastic policy. GGF seeks to significantly reduce the use of non-renewable materials, such as plastic and foam used in product operations, as well as the packaging and waste that is produced. GGF adopts sustainable practices throughout the plastic life cycle, from production to disposal. The goal is to minimize plastic consumption, promote reuse and recycling, and explore alternative materials.

GGF, among other things, recycles plastic waste used in the production process on plantations and production, such as foam sheets which are commonly used as bases for fruit products and plastic containers to be processed into new plastic products. To support the plastic recycling commitment, GGF has built a recycling facility in the Food Energy Estate area in Lampung to recycle the resulting plastic waste into items that have better value and function than waste. Aside from being effective in reducing and preventing plastic waste pollution in the Company area, this initiative is also able to provide added value from plastic waste which can ultimately reduce the use of virgin plastic. This initiative is implemented in GGP entities that covers plantations to processing factories.



## Circular Economy in Packaging Waste Management



## To Support Reducing Plastic Waste, Re.juve Invites Consumers to Recycle Packaging Bottles

Re.juve, the pioneer of premium cold-pressed juice in Indonesia, has always been committed to providing goods for its customers by creating healthy, delicious and honest food and beverage choices. Realizing environmental sustainability has also been Re.juve's concern since it was first launched in 2014.

Re.juve is committed to running programs that contribute to the environment in an effort to help reduce waste, both organic and inorganic, and optimize the possibilities for reprocessing, reusing and recycling.

To contribute to a more environmentally friendly Indonesia, Re.juve takes part in dealing with waste problems in Indonesia through the #GOODforEarth campaign, which started in 2019 as part of the Re.juve Cares program. Through this initiative, Re.juve is committed to supporting the government to reduce waste by 30% by 2025 and reduce plastic waste in the oceans by 70% by 2025.

Since 2020, Re.juve has initiated the Bring Back Empty Bottle Re.juve program. Re.juve invites consumers to return used Re.juve bottles back to the nearest outlet to be recycled by the Local Waste Bank into various non-food-grade plastic products such as buckets, brooms, and others.

At the Re.juve used bottle collection location, a smart trash can is equipped with a smart automatic counter so that customers who return/throw away empty bottles can immediately find out how many used bottles have been collected.

To support this initiative, starting in 2020, Re.juve has used the best quality recycled Polyethylene Terephthalate (rPET) bottles made from 100% recycled plastic with food grade quality, which is also 100% recyclable. Empty bottles returned by consumers will be sorted first by separating the bottles and caps. Empty bottles will be destroyed by using a machine to chop them into small pieces. They are then ready to be processed

and recycled at a plastic factory managed by the Indonesian Waste Entrepreneurs Association (APSI).

In three months, this program can collect 293 kg to 1 ton of plastic waste remaining from Re.juve bottles. Until 2022, this program has collected approximately 6 tons of plastic bottle waste. At the initiation stage, smart bottle bins are available in certain stores at a number of outlets in Jakarta, Surabaya and Bali. [GRI 301-3]



## GGF Sustainability Award 2022: Driving Ideas for Innovative Solutions

One of the sustainable environmental management initiatives implemented in GGF's operations is also the result of programs that involve GGF employees. The company encourages employees at all levels to care about and contribute to implementing sustainability principles in their daily operations.

In order to bring about awareness, understanding, and a culture of sustainability in 2022, GGF initiated the "GGF Sustainability Award 2022" competition. This competition challenges sections/departments in GGF to initiate ideas or breakthroughs related to energy and water conservation as well as better and more efficient waste management. This activity is expected to strengthen the culture of saving energy, water consumption, and waste volume in GGF's operations and the mindset of employees.

This competition consists of three categories, namely the Energy-Saving Category, the Water-Saving Category, and the Waste Management Category. Competition participants are asked to implement their ideas

in practice during the one-year assessment period.

At the end of the assessment period, the jury consisting of the committee and Top Management will review the impact and effectiveness of the ideas or proposals submitted. The proposal with the best performance will be declared the winner of the 2022 GGF Sustainability Award and will receive prizes in the form of coaching money as well as trophies and certificates.

In the 2022 implementation, 38 teams participated. The proposed ideas and breakthroughs consisted of 13 Energy-Saving Categories, 10 Water-Saving Categories, and 15 Waste Management Categories. The jury team determines the 3 best proposals in each category. The implementation of sustainability initiatives from these employees has the potential to save 5,750 GJ/year of energy, equivalent to 833 tCO<sub>2</sub>e/year of emissions and cost savings of up to IDR 1.6 billion/year.





## Preserving Nature's Goodness

GGF has set high business standards and a modern approach to carrying out agricultural practices on the Company's plantation land located in Lampung, which is managed by GGP. GGP adopts modern technology and innovation to support sustainable and environmentally friendly agricultural management and agricultural practices in an effort to increase food availability. The commitment to implement sustainable agriculture is realized through GGP's success in obtaining Rainforest Alliance Sustainable Agriculture certification.

### Innovation of Best Agricultural Practices through the Application of Regenerative Agriculture <sup>[GRI 3-3]</sup>

Since the beginning, the GGF plantation area has implemented sustainable farming practices. Over time, GGF continues to innovate and transform to apply the best agricultural practices.

In recent years, GGF has strengthened sustainable agriculture practices by applying regenerative and precision agriculture management principles. Currently, GGP is in the process of transformation to meet the requirements of regenerative agriculture.

Regenerative agriculture aims to restore or regenerate the health of agricultural ecosystems so as to increase productivity and growth potential on plantation land. This goal is achieved by maintaining and improving soil fertility, maximizing biodiversity, reducing soil erosion, preserving water sources, improving soil health, and reducing emissions from business operations. Thus the traditional approach in managing plantation land, which is destructive and has negative impacts such as dependence on chemical fertilizers and pesticides, can be minimized.

The benefits of implementing regenerative agriculture include increasing the content of nutrients in the soil or C-organic, increasing the resilience of water resources, reducing emissions in plantation operations, reducing the use of chemical fertilizers and pesticides, and facilitating the adoption of precision agricultural practices.

### Maintaining Soil Health <sup>[GRI13.5.1]</sup>

Through the implementation of regenerative farming practices, GGF seeks to conserve soil to maintain the productivity level of GGF's plantations in the long term, especially those located in Lampung. At that location, GGF implements a Soil Conservation program to ensure that GGP's plantation land can always achieve high productivity, high fruit quality, and low costs.

To ensure that the soil health on plantation land is in optimal condition, GGP regularly conducts soil quality assessments. The assessment is carried out by the Research and Development (R&D) Department by applying a proven assessment method to determine chemical properties in the soil, such as soil pH value, soil organic matter content (soil organic C), and others, as well as examining the condition of the land slope. <sup>[GRI 13.5.1]</sup>

The methods and approaches used in soil management practices are as follows:

#### Lack of Biodiversity

- Crop rotation to maintain soil health.
- Use of chemicals as needed.
- Use of organic matter to increase soil fertility.



#### Soil Physics

- Minimum tillage land processing by considering land suitability aspects.
- Keep drainage conditions under surveillance to minimize standing water in the plant area.



#### Soil Chemistry

- Management of soil pH by applying dolomite to maximize nutrient availability and prevent plant diseases.
- Routinely conduct monitoring and evaluation in the Company's internal laboratory.



#### Soil Biology

- Return of plant residues to the soil as organic matter.
- Compost application in land processing stages.



#### Land Degradation

- Optimization of fallow mass in land preparation to minimize soil erosion.



## Optimizing the Use of Organic Fertilizers

[GRI 13.5.1]

In order to maintain the productivity of plantation land, GGF relies on the use of organic fertilizers as a more environmentally friendly alternative. In addition to trying to prevent negative impacts on the environment and human health, the use of organic fertilizers is an integral part of GGF's efforts to produce optimal, healthy, and high-quality fruit and food products because they are processed with very minimal exposure to synthetic fertilizers.

The use of synthetic chemicals is strictly minimized and monitored. The application of synthetic chemical fertilizers is only done during land preparation. GGF applies nutrient management techniques that are based on the results of a soil quality assessment.

The organic fertilizer used by GGF mainly comes from the organic waste of plantations and GGL's processing facilities in the Lampung integrated area, as well as the cow manure from GGL's livestock and cattle fattening business.

GGF also continues to encourage innovation in applying organic fertilizers to its plantations. One of the things that has been done since 2022 is through the utilization of Biochar from recycled bamboo waste on plantation land to become a component of slow-release fertilizer. GGF is also formulating premium compost, which will be implemented in 2023.



### Liquid Organic Biofertilizer (LOB)

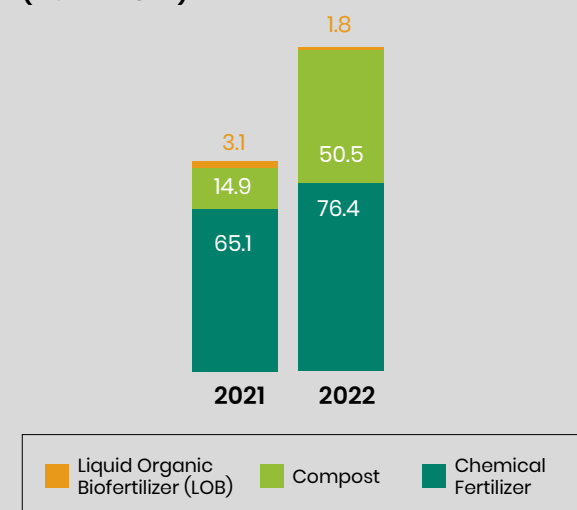
Liquid Organic Biofertilizer is used to improve agricultural land by restoring the physical, chemical and biological properties of the soil to make it more productive again. It contains various types of indigenous microbes as well as phytohormones that can stimulate soil macro and micro nutrients to increase crop yields.



### Compost Department

- Compost is the result of utilizing various organic wastes such as cow manure, bromelain pulp, chopped bamboo, cassava pulp and cassava peels to be processed into compost which is then used as organic fertilizer.
- The Black Soldier Fly (BSF) species is utilized as an alternate composting process in which the flies can then be a source of nutritional protein for livestock and fisheries.

## Fertilizer Consumption [GRI 301-1] (x1,000 Ton\*)



\* Specifically for LOB, units are in Litres

\*\*Chemical fertilizers include urea, ammonium sulfate, potassium sulfate, potassium chloride, triple superphosphate (TSP), diammonium phosphate (DAP), magnesium sulfate, calcium sulfate, zinc sulfate, dolomite, kaolin and ferrous sulfate.

## Integrated Pest Management <sup>[GRI 13.6.1]</sup>

The GGF plantations managed by GGP apply integrated pest and disease control, namely physical (mechanical), biological (natural enemies), and chemical (pesticide) controls, which are integrated to reduce dependence on the use of chemical pesticides.

The process of physical-mechanical control begins when cultivating land by chopping crop residues, plowing by immersing plant residues and weeds into the ground and turning the soil over, imposing a fallow period of more than 2 months, and carrying out crop rotation with other commodities that can break the life cycle of pests (OPT).

Meanwhile, biological control is carried out by monitoring natural enemies, protecting natural enemy habitats such as conservation areas

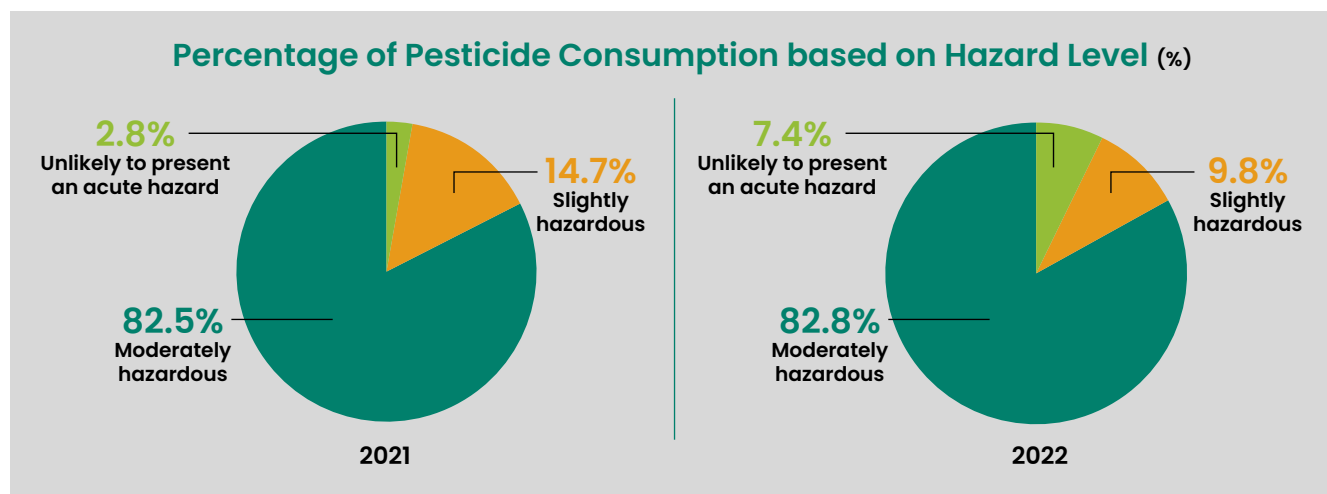
(bamboo and bamboo shoots) around gardens, and breeding natural enemies such as owls (*Tyto Alba*) in controlling rat pests. GGF has also succeeded in minimizing water pollution due to pesticides and product waste by making Waste Water Treatment (WWT) at every water disposal gate.

Control with chemical pesticides is limited by the existence of control thresholds, this is based on OPT monitoring data and the number of incidents of attacks on plants. Chemical pesticides that are used taking into account the level of hazard refer to WHO provisions so that there is no longer the use of chemical pesticides with Extremely Hazardous and Highly Hazardous levels of danger. In addition, a risk mitigation program has been carried out for pesticides that have the potential to kill pollinators, pollute waters and disturb wild animal ecosystems. <sup>[GRI 13.6.2]</sup>

Details of pesticide use data can be seen on page 180-181.

The use of pesticides increases every year in line with the increase in the number of commodities planted, the increase in the area of the garden and the increase in production.

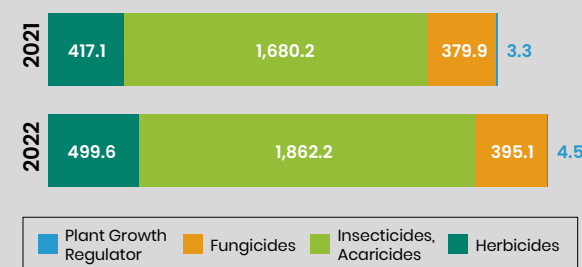
In order to ensure that integrated pest and disease control is implemented properly, GGP regularly improves the competence of employees involved in this integrated pest control process. In the reporting year, more than 1,000 participants attended training on integrated pest management.



## Pesticide Consumption by Type <sup>[GRI 301-1]</sup>

[GRI 301-1]

(x 1,000 Litres or Kg)



## Number of training participants on pest management and pesticide application





## Increase Yield Productivity with Precision Farming

GGF has implemented precision agriculture as a cornerstone of our farming practices. Precision agriculture is an approach to farm management that uses technology and data analysis to optimize various aspects of crop production. We believe that technology can support sustainable and efficient operations by integrating the latest technology and advanced data analysis into our agricultural processes. This data-driven approach allows us to make informed decisions, optimize resources and implement the right interventions to increase productivity, efficiency and minimize environmental impact. By adopting precision farming, we not only increase crop productivity and yields but also reduce the use of inputs such as water, fertilizers and pesticides.

Some of the key components and techniques used in precision agriculture include:



### Remote Sensing

Involves using satellite imagery, drones and ground-based sensors to collect data on plant health, nutrient levels, water stress and pest infestation.



### Variable Rate Technology (VRT)

VRT uses remote sensing and soil sampling data to create prescription maps that provide precise input information at precise locations.



### Crop Monitoring and Management

Real-time monitoring systems to evaluate crop conditions and respond quickly to changes, such as soil moisture sensors, weather stations, and other on-field sensors.



### Farm Management Software

Use of farm management software platforms to centrally collect data, analyze and process decision-making.



### Data Collection and Analysis

Data from remote sensing and other sources are analyzed using Geographic Information Systems (GIS) and other data analysis tools. This helps us to obtain information about soil variation, soil fertility, moisture content and other important parameters.



### Automated Machinery

The use of automated machines equipped with sensors, GPS and other technologies to carry out precise operations in the field. This includes automatic planting, fertilizing, spraying and harvesting systems.



### Data Integration and Decision Support Systems

The integration of data from various analytical sources, processed using a decision support system (DSS), provides recommendations and guidance on planting schedules, fertilizer application rates, crop rotation strategies and other management practices.

## Digital Transformation for Operational Optimization

As an agriculture-based company, GGF has long implemented digitalization to increase crop productivity based on sustainability and a circular economy, from upstream to downstream. Currently, we have developed a digital transformation blueprint for GGF's plantation operations for the next 5 years.

On the upstream side, the application of digital innovation is targeted to optimize the Company's operations, namely by reducing the use of fossil fuels by 30% and reducing the use of fertilizers by 40%, while increasing productivity per hectare by 50%.

On the downstream side, implementing digital innovation will enable GGF to become a more efficient company in the supply chain and closer to customers through various online and offline sales channels.

GGF digitizes precision agriculture using drones, sensors and agriculture intelligence. In the fresh fruit sector, this company applies blockchain for traceability. GGF's fresh fruit

packing house process is also digital-based and implements pallet tracking in the canned pineapple factory warehouse.

The tools, applications, and solutions that have been developed in the framework of digitizing industry 4.0 are blockchain, digital precision farming, and of course supporting platforms such as SAP, transportation management systems, and demand supply planning.

To support the adoption of this digital technology, GGF has also prepared resources by introducing and training GGF employees regarding the agile methodology since 2017 or several years before digital transformation initiatives began to accelerate.

The impact of digitalization in the field helps the Company to make decisions more quickly, carry out analysis, and predict more accurately so that the Company can be more responsive in facing changes in the business landscape and meeting customer demands.



## Biodiversity

GGF is committed to protecting biodiversity around our operational areas through initiatives and compliance with applicable regulations regarding efforts to protect and preserve biodiversity.

Most of the GGF plantation areas in East Lampung are located adjacent to the Way Kambas National Park (WKNP), a conservation area for various Sumatran wildlife. One type of wild animal managed more intensively is the Sumatran Elephant (*Elephas maximus sumatranus*), which is placed in a place better known as the Way Kambas Elephant Training Center (PLG).

Even though it is adjacent to the WKNP, GGF does not carry out logging or deforestation related to opening operational land. Since the beginning, GGF's plantation areas have been in areas designated for plantation crop production areas. Thus, the operations carried out by GGF do not damage or eliminate the biodiversity ecosystems in the area.

GGF is committed to always maintaining biodiversity around operational areas and is part of GGF's responsibility to mitigate these potential impacts. GGF has developed an Ecosystem Conservation Work Program to manage the

preservation of biodiversity around GGF's operational locations, especially in plantation areas adjacent to the WKNP area. This work program includes various environmental ecosystem conservation activities involving local stakeholders.

GGF's commitment to biodiversity conservation is realized by carrying out soil biodiversity mapping initiatives related to micro-fauna ecosystems and mapping of fauna and flora biodiversity in several GGF plantation sites. Soil biodiversity analysis activities are carried out simultaneously during the implementation of the soil quality assessment program which is carried out routinely every year.

GGF strengthens its commitment to biodiversity conservation in the vicinity of its operational area by formulating an Ecosystem Conservation Work Program and a Wildlife Conservation Work Program. These work programs consist of conservation activities involving the local community and educational initiatives aimed at raising awareness among residents about the preservation of biodiversity and ecosystems in their region. GGF conducts monthly evaluations of the implementation of these work programs.

## GGF Biodiversity Conservation Policy



### No Deforestation

GGF prohibits logging activities of natural trees and the destruction of forest areas around operational areas. This policy also applies to trees in the garden area, offices, and employee living or accommodation areas.



### Prohibit hunting of rare animals and plants

GGF prohibits hunting, provocation, catching, or selling wild animals around the plantation area. Violation of this policy will be subject to sanctions according to the provisions.



## GGF Biodiversity Conservation Policy



### Bio Pest Management

GGF prohibits the use of explosives and toxic materials to destroy pests and also to prevent exposure to the adverse effects of these toxic materials on the environment.



### Protecting ecosystem sustainably

GGF protects natural ecosystems around operational areas which are habitats for endangered animals and plants.



### Prohibit keeping wild animals in the company area

GGF prohibits the maintenance or cultivation of wild flora and fauna within the Company's operational areas.

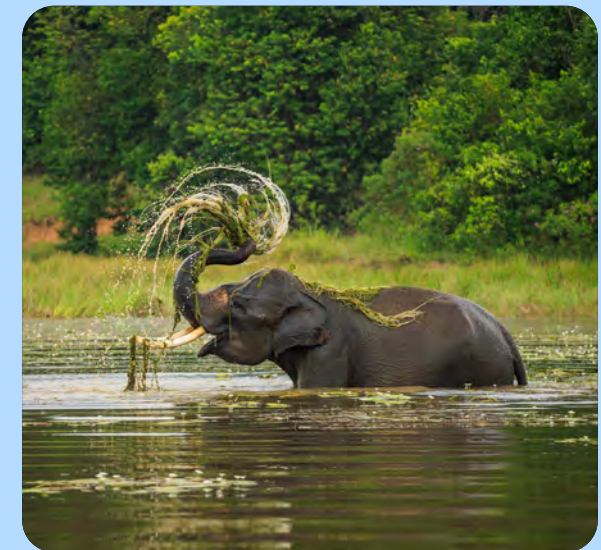
## Adoption of Technology in Managing Land Conflicts with Elephants

One of the consequences of some of the locations of GGF's plantation areas adjoining the Way Kambas National Park (WKNP), which is the center for the conservation of the Sumatran elephant, is the inevitability of land conflicts with elephants. Herds of wild elephants in the WKNP often trespass GGF plantation land and also community gardens around the PLG.

To manage this situation, GGF formed a special team called the Elephant Team whose task was to drive away elephants that entered the plantation area by using sounds or sirens.

Since 2020, GGF has collaborated with WKNP managers to handle this problem in a modern way, namely through satellite-based navigation technology or the Global Positioning System (GPS) to help monitor the presence of elephant herds in the WKNP.

The WKNP manager installs this GPS device on the herd of elephants at the PLG to monitor their location. If a herd approaches, the PLG manager will notify the GGF elephant team and the surrounding community to block the area the elephant herd will be visiting, so that the elephants will not want to enter the blockaded area. This initiative effectively reduces the incidence of elephant herds entering GGF plantation land and the communities around the WKNP.



## GGF Actions in Addressing Climate Change [GRI 13.2.1] [GRI 13.2.2] [SASB FB-AG-110a.2]

As a company engaged in the agricultural sector, GGF has a strong interest in efforts to mitigate the climate crisis triggered by global warming. Ongoing climate change poses significant impacts on the plantation industry's various aspects, including production, crop quality, and the overall sustainability of GGF's business in the long term. Therefore, efforts to reduce carbon emissions or decarbonization

Emission Reduction Strategy	Initiative Plan
Increase in renewable energy mix	<ul style="list-style-type: none"> <li>• Biogas Plant expansion</li> <li>• Use of solar panels</li> </ul>
Energy efficiency	<ul style="list-style-type: none"> <li>• Implementation of energy management</li> <li>• Potential use of natural gas</li> </ul>
Increase C-Organic levels in the soil	<ul style="list-style-type: none"> <li>• Use of compound fertilizers, urease inhibitors and Biochar</li> <li>• Application of minimum tillage in land management</li> </ul>
Review the supply chain	<ul style="list-style-type: none"> <li>• Review tin plate supply chain for potential Scope 3 emission reductions</li> </ul>

are the main agenda in GGF's sustainability strategy.

Climate change risks and opportunities have become strategic business issues led by the President Director, part of the Board of Directors, with direct oversight from the Board of Commissioners. These climate-related issues include climate-related risks to the Company and financial performance, energy transition planning towards renewable energy, and a GHG emission reduction roadmap to support the national goal of net zero emissions. At the management level, ESG and climate change issues are assessed and managed regularly by the Sustainability team and the Risk

Management team. Synergy in the implementation of this strategy and planning is carried out to achieve optimal sustainable performance in climate change.

GGF's main goal is to achieve Zero Emissions operations by 2050. To achieve this goal, GGF has designed a long-term strategy and roadmap until 2030 to reduce Greenhouse Gas (GHG) emissions from operations carried out by all its business units, especially those in the GGF Food and Energy Estate (FEE) area in Lampung, through several innovative strategic approaches as follows: [SASB FB-AG-110a.2.] [GRI 305-5] [GRI 13.1. 6]

## Assessment of Risks and Opportunities for Climate Change According to TCFD Recommendations

In 2023, GGF carried out a climate risk and opportunity assessment of the operations of GGP entities in accordance with the recommendations of the Task-Force on Climate Related Financial Disclosure (TCFD). This assessment is carried out on aspects of risk management which are analyzed based on the climate modeling scheme.

This climate scenario-based risk analysis is carried out on two types of risk, namely transitional risk (consisting of policy and market risk) and physical risk. Transition

risk refers to the changes in strategy, policy, or market/customer sentiment as society and industries strive to reduce their dependence on carbon and their climate impact. Physical Risk refers to climate change and the associated financial costs. Risk and impact assessment is carried out by considering short, medium, and long-term finances. Through this assessment, GGF will strengthen policies and strategies to minimize the impacts of greenhouse gas emissions, including preparing risk management mitigation related to climate change. [GRI 201-2]

### Utilization of Renewable Energy (Biogas)

GGF's commitment to renewable energy utilization has been carried out since 2010 through the initiative to build a Biogas Plant facility to process liquid waste into Biogas.

This Biogas Plant utilizes liquid waste from the processing of pineapple (GPP) and tapioca flour (UJA). Prior to the construction of the Biogas Plant, greenhouse gases (CH<sub>4</sub>, CO<sub>2</sub>, H<sub>2</sub>S and H<sub>2</sub>O) formed from the decomposition process of wastewater were released into the air. Using the Biogas Plant, the greenhouse gases formed by the decomposition of wastewater are captured and used as a source of renewable fuel.

This decomposition process occurs in a UASB (Upflow Anaerobic Sludge Blanket) type methane reactor unit and produces Biogas energy in the form of steam. 30% of the biogas fuel produced is then sent to the tapioca factory to replace 100% of the residual fossil fuel (HFO) used in the thermal oil boiler unit, while the remainder (70%) is sent to the power plant to replace 7-10% of coal required in the coal fire boiler unit. This initiative is also the implementation of the circular economy model in GGF's operational areas.

The Biogas Plant project has been integrated with the Clean Development Mechanism (CDM) project scheme under the Kyoto Protocol from

2012 to 2022 to obtain Certified Emission Reduction (CER) credits for every tonne of CO<sub>2</sub> equivalent generated from this project's emission reductions. The reduction of GHG emissions from the Biogas Plant ranges from 20,000 - 40,000 tons of CO<sub>2</sub>eq. per year. The operation of the Biogas Plant uses 4.9 million Nm<sup>3</sup> of liquid waste, equivalent to 7,000 tons of coal, and 3.1 million Nm<sup>3</sup> of Tapioca waste, equivalent to 2 million litres of residue (HFO). This program has managed to replace 100% of residual consumption (HFO).

As part of the agenda to achieve Zero Emissions, GGF continuously strives to increase its renewable energy mix through the capacity expansion of the Biogas Plant, scheduled to begin in 2027.

### Energy Efficiency Initiative <sup>[GRI 3-3]</sup>

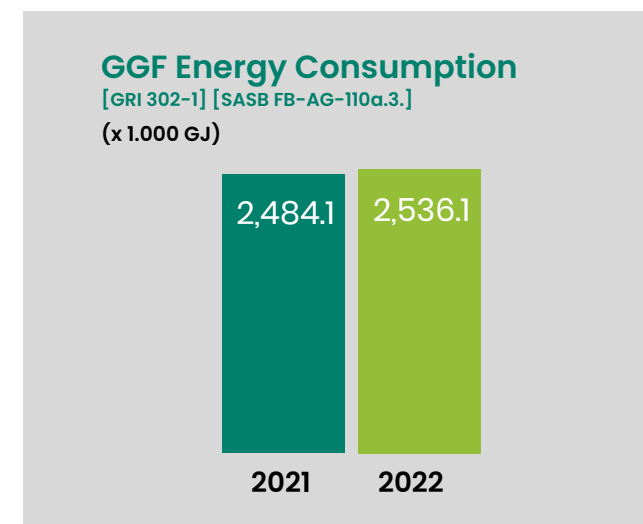
GGF has implemented an energy management system based on international ISO 50001:2018 and has been certified in 2023 for processing facilities belonging to GGP's business units. This system serves as a guide for the Company to identify opportunities for energy efficiency that can be carried out in a systematic and measurable manner, potentially reducing emissions.

GGF's operations utilize both renewable and non-renewable energy. The non-renewable energy used includes coal, diesel, and gas

fuel (LPG). Meanwhile, the renewable energy used is biogas to operate a Power Plant in the Lampung integrated area. GGF also uses electrical energy obtained from the State Electricity Company (PLN) for office operations and employee housing.

Electricity and fuel oil (BBM) are used to run business operations. In addition to lighting factory and office areas, electricity is also used to drive production machines and office operational needs. On the other hand, fuel is utilized for a number of purposes such as to drive generator engines, factory machines, and motorized vehicles for operations. <sup>[SASB FB-AG-110a.3.]</sup>

Please refer to page 185-186 for detailed energy consumption data.

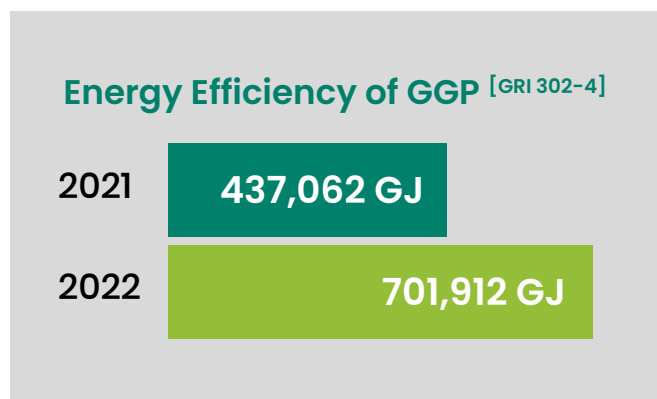




GGF implements energy efficiency and emission reduction programs that focus not only on production and operational processes, but also to support facilities related to operational processes, such as offices and housing where employees live.

In addition to utilizing biogas as fuel in operating the Biogas Plant, GGF's efforts to reduce energy consumption are also carried out through a shifting program from the use of diesel fuel for transportation and operational purposes of heavy equipment in plantations towards Gas Fuel (BBG).

During the reporting period, GGF has calculated the reduction in energy consumption as a result of energy efficiency and conservation initiatives, using the 2019 data reference. A total of 1,138,974 GJ of energy consumption had been reduced during the reporting year. Details of energy reduction data can be seen on page 186-187.



## Energy and Water Saving Award 2021: Encouraging Ideas and Innovations on Energy and Water Conservation

One of GGF's efforts to encourage the implementation of sustainable and environmentally friendly operations is by holding the "GGF Energy & Water Saving Award" program. Carried out in 2021, the activity aimed to encourage the involvement of employees at all levels in efforts to save energy by using energy and water wisely, in order to achieve energy and water savings throughout GGF.

While GGF's power plants have limited capacity, energy consumption will certainly grow along with GGF's business unit growth. The company considers that several production processes can still be studied more thoroughly to explore energy and water-saving opportunities, both through process improvement and simplification, as well as through new technological innovations. Therefore, the competition between units/departments is designed to provide opportunities for each employee to submit ideas or innovations regarding energy and water efficiency in operations.

From 6 finalists of this program, GGF obtained energy savings potential of 3,718 GJ/year, with a potential emission reduction of 654 tCO<sub>2</sub>e/year and cost savings of IDR 1.36 billion/year. In addition, the potential for water savings amounts to 110,516 m<sup>3</sup>/year, with cost savings of IDR 2.02 billion/year.



## Inventory and Monitoring of Greenhouse Gas Emissions <sup>[GRI 13.1.1]</sup>

GGF's greenhouse gas emissions are mainly from energy consumption, plantation operations (Agriculture, Forestry and Other Land Use - AFOLU), and waste generation. GGF specifically monitors emissions and emission sources for the management and production activities of GGF business units in Lampung.

Inventory and monitoring of GHG emissions produced in Scope 1 and Scope 2 have been carried out since 2010. To support our efforts to meet the emission reduction target towards Zero Emissions, in 2023 we will update the GHG emission inventory and monitoring by expanding the calculation up to emissions Scope 3 and verify GHG emission data. The latest calculation for 2023 utilizes data for 2022, which will be used as a reference (baseline) data for setting emission reduction targets. Details of emission data for Scopes 1, 2 and 3 are available for the operational scope of GGP entities, contributing to 96.18% of GGF's total emissions as a whole. In addition, we have also carried out carbon footprint calculations and certifications, expected to be completed in 2023. The lowest emission intensity is for processed pineapple products in size 3 plastic pouch packaging with an emission intensity of 0.95 kgCO<sub>2</sub>e/kg net weight and the highest emission intensity is for processed pineapple products in A2.5 size can packaging with an emission value of 1.76 kgCO<sub>2</sub>e/kg net weight. <sup>[FB-AG-110a.1]</sup>

### Total GHG Emissions

**617,138 tCO<sub>2</sub>e\*** in 2022

\*Total emission Scope 1, 2 and 3 and includes GGP, GGL, UJA, and BE entities located in the Lampung integrated area. Calculations use methods from the ISO 14064 standard, the Greenhouse Gas Protocol, and the Global Warming Potential Intergovernmental Panel on Climate Change (GWP IPCC).

### Lowest Emission Intensity Value Per Product

**0.95 KgCO<sub>2</sub>e/Kg** net weight

Processed pineapple products in size 3 plastic pouches

### Emission Intensity Value Per Product

**1.76 KgCO<sub>2</sub>e/Kg** net weight

Processed pineapple products in A2.5 size cans

**1.02 KgCO<sub>2</sub>e/Kg** net weight

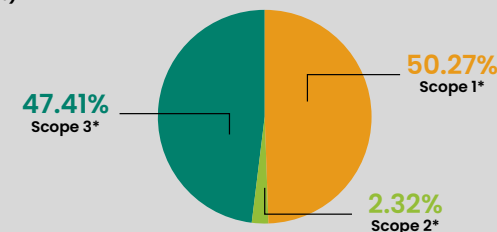
Processed pineapple product in cup

**1.64 KgCO<sub>2</sub>e/Kg** net weight

Pineapple juice concentrate product

### GGP Entity's GHG Emissions Based on Scope <sup>[GRI 305-1] [GRI 305-2] [GRI 305-3]</sup>

(%)



Note:

Data includes plantation and production facilities owned by GGP entity  
 \* Scope 1 includes: energy use (solar and coal), fertilizer use, and waste <sup>[GRI 305-1] [GRI 13.1.2] [SASB FB-MP-110a.1]</sup>

\* Scope 2 includes: grid electricity use (PLN) <sup>[GRI 305-2] [GRI 13.1.3]</sup>

\* Scope 3 includes: transportation of materials and purchased raw materials including fertilizers, packaging, and other materials <sup>[GRI 305-3] [GRI 13.1.4]</sup>

Please refer to page 188 for details of emissions inventory data.

### Waste Management and Reduction Initiatives

Through a circular economy approach, GGF implements a number of initiatives to prevent or reduce waste generation. Hazardous waste management complies with relevant regulations, specifically Government Regulation (PP) No. 101 of 2014 on Hazardous Waste Management. Hazardous waste is managed by competent third parties with the necessary permits, while non-hazardous waste is utilized to prevent food loss and food waste, as discussed earlier in this chapter.

## Waste Generation from GGF's Plantation Operations, Processing Facilities and Its Management Information [GRI 306-1] [GRI 306-2] [GRI 13.8.2] [GRI 13.8.3]

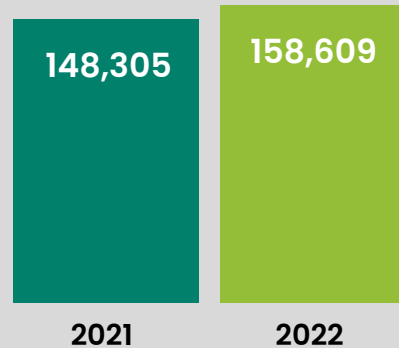
Waste Description	Form	Waste Category	Management
<ul style="list-style-type: none"> <li>Pineapple skin waste</li> <li>Fiber waste from bromelain enzyme production</li> <li>Cassava pulp</li> <li>Cassava waste</li> <li>Other organic solid waste</li> </ul>	Solid Waste	Non-Hazardous	Recycled as compost and cattle feed raw material
Banana, Guava, Pineapple	Solid Waste	Non-Hazardous	Landfill as a last resort if it is not possible to utilize the waste. Please refer to this chapter's explanation about food loss and food waste for more information
Packaging waste including plastic wrap and discarded cans	Solid Waste	Non-Hazardous	Management in collaboration with the community (Karang Taruna)
Scrapping milk	Liquid Waste	Non-Hazardous	Utilized as maggot feed
Netfoam and non hazardous used drum packaging	Solid Waste	Non-Hazardous	Recycled as net foam and plastic elbow to support fruits
Manure	Solid Waste	Non-Hazardous	Processed into compost
Used batteries, oil filters, dry paint contaminated rags, absorbents, used contaminated packaging, Fly Ash, Bottom Ash	Solid Waste	Hazardous	Handed over to third parties
Used oil, expired chemicals, laboratory reagents	Liquid Waste	Hazardous	Handed over to third parties

Please refer to page 182-183 for details on waste generation. [GRI 3-3] [GRI 13.8.1] [GRI 306-3] [GRI 13.8.4]



### Generation of Non-Hazardous Solid Waste\* [GRI 301-2]

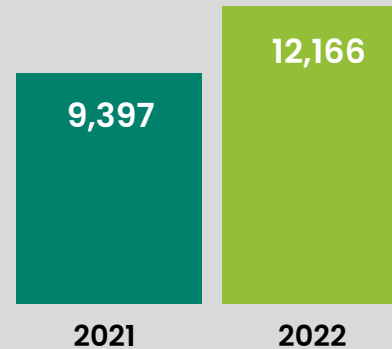
(Ton)



\*includes pineapple skin waste, fiber waste from bromelain enzyme production, cassava pulp, and cassava waste

### Hazardous Waste Generation

(Ton)

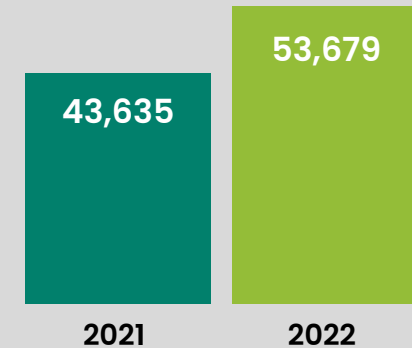


Note: Hazardous waste includes used lubricants, used accu, oil filter, used paint, contaminated rags, contaminated used packaging, used lamps, laboratory reagent, solvent, discon concentrate, fly ash, bottom ash, and electronic waste.

### Manure Waste Generation

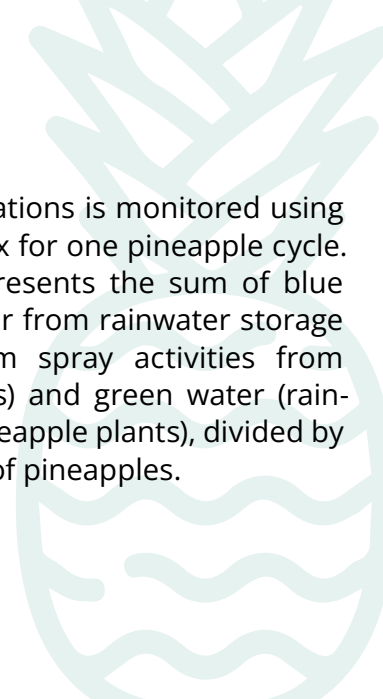
[SASB FB-MP-160a.1.]

(Ton)



100% of non-hazardous solid waste (pineapple skin waste, fiber waste from bromelain enzyme production, cassava pulp, and cassava waste) is diverted from landfills through a recycling process and turned into cattle feed. [GRI 306-4] [GRI 13.8.5]

100% of hazardous waste management is carried out according to regulations by storing them in Temporary Storage of Hazardous Waste (TPSLB3) and then handing them over to a licensed third party for further management. [GRI 306-4] [GRI 13.8.5]

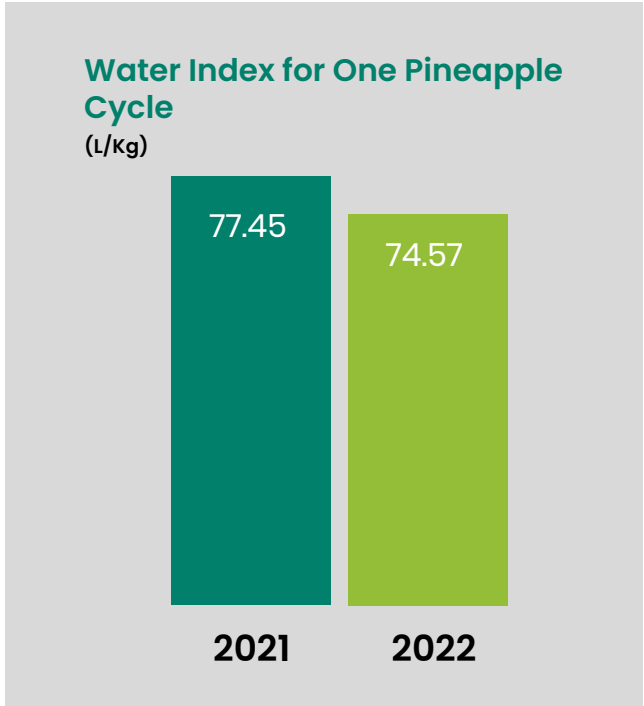
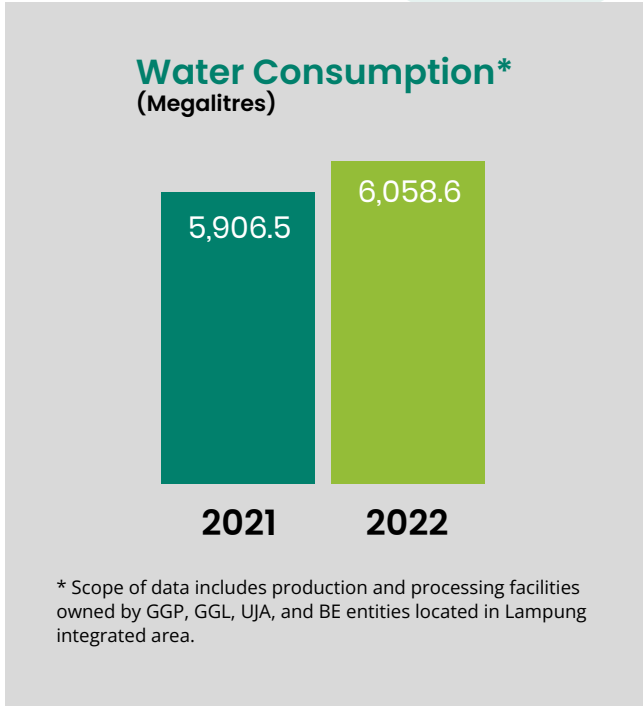
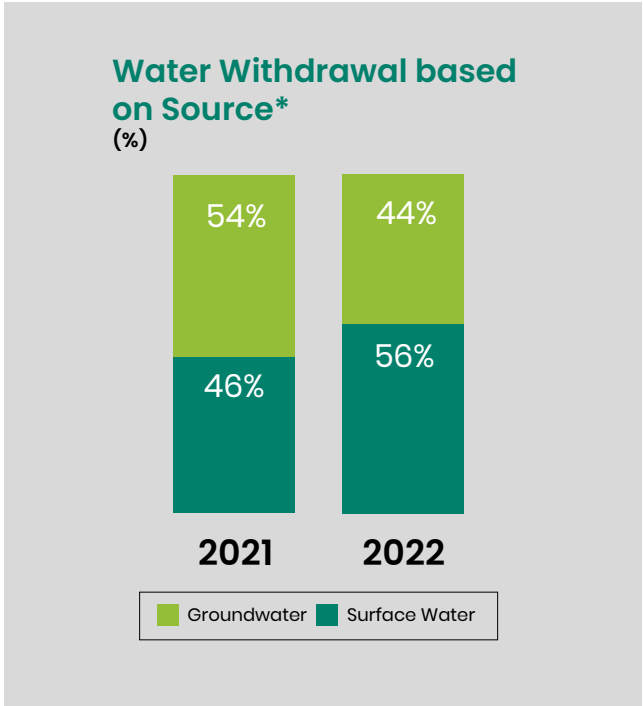


**Water Management and Conservation**

GGF's operations and production processes carried out in Lampung's integrated agricultural area utilize water from rainwater storage and groundwater. Regular activities with the highest water usage consists of the pineapple canning factory, tapioca factory, power plants, and cattle fattening site. Non-regular activities with the highest water usage are the irrigation activities which are only carried out during the dry season or when rainfall falls below 70 mm. Please refer to page 184 for details on water withdrawal and usage data. [GRI 303-1] [GRI 303-3] [GRI 303-5] [GRI 13.7.1][GRI 13.7.2] [GRI 13.7.4] [GRI 13.7.6] [SASB FB-AG-140a.1.]

Water usage in plantations is monitored using the water usage index for one pineapple cycle. The water index represents the sum of blue water (irrigation water from rainwater storage and water for boom spray activities from groundwater or wells) and green water (rainwater received by pineapple plants), divided by the total production of pineapples.

GGF realizes the risks posed by the continuous and massive withdrawal of underground water, potentially causing the lowering of groundwater table and high operational costs for water sourcing. Therefore, GGF commits to monitoring the use of groundwater to prevent excessive water exploitation through our water conservation program. Through this program, GGF aims to achieve a 10% reduction in groundwater use by 2027. GGF's water conservation programs are described as follows: [SASB FB-140a.2]





### Irrigation Management

GGF implements an irrigation system designed to optimize the efficient use of water in plantations by setting irrigation priority standards.



### Rainwater Storage

GGF continuously increases rainwater harvesting points to increase surface water sources and enrich biodiversity.



### Water Assessment

GGF regularly conducts water assessments.

Based on the hydrogeological conditions mapped and issued by the government, none of GGF's areas of operations within the Lampung integrated area experience water scarcity. GGF's areas are part of an underground water basin categorized in terms of aquifer productivity as "productive", "medium", and "wide-spread". <sup>[SASB FB-140a.1]</sup>

Based on the results of the Groundwater Balance Analysis using the SWAT-MODFLOW model conducted by GGF in 2022, there were no significant reductions in groundwater during the reporting period.

Based on the climate risk assessment with the TCFD standard, GGF's operating sites in the Lampung region have low exposure to water stress risk. Therefore, this risk does not have a significant impact on the Company's asset value. <sup>[SASB FB-AG-440a.2]</sup>

During the reporting period, there were no non-compliance incidents related to water quality and quantity permits, standards, and regulations. <sup>[SASB FB-140a.3]</sup>

### Liquid Waste Management

GGF's operations generate liquid waste from plantation operations, the pineapple processing production process, power plant operations, and domestic activities. GGF manages liquid waste with great care so as not to pollute and reduce the carrying capacity quality of the environment in operational areas.

All liquid waste is managed first through the Waste Water Management Installation (WWTP) facility before being channeled into the sewer. GGF built four large-capacity WWTP facilities, namely WWTP 1 Pineapple, WWTP 2 Pineapple, WWTP GGL, and WWTP power plant. In addition to these large WWTPs, GGF also has WWTP facilities at each poll dipping and warehouse mixer in the plantation area. <sup>[GRI 13.8.6]</sup>

Part of the liquid waste from the pineapple canning factory and all liquid waste from the tapioca factory is processed into biogas, and the liquid waste is managed through WWTP 2 Pineapple. The remaining liquid waste from the pineapple canning factory is managed through WWTP 1 Pineapple. Waste from water used for cleaning cow pens and compost is managed through WWTP GGL, and waste from water used for activities at power plants is managed through WWTP power plants. <sup>[GRI 303-2] [GRI 13.7.3]</sup>



This liquid waste treatment aims to minimize water pollutant contents in order to comply with environmental quality standards. The output water quality from this treatment facility is monitored every month through laboratory tests conducted by an accredited external laboratory. Its execution refers to Lampung Regional Regulation No. 11 of 2012 on The Management of Water Quality and Water Pollution. Our commitment is to meet the established environmental quality standards. Upon meeting the quality standards, liquid waste is then channeled into the Way Ilo river (tributary of Way Pengubuan river). Detailed data related to liquid waste can be seen on page 185. [GRI 303-4] [GRI 13.7.5]

During the 2021-2022 reporting year, a total of 4,840.1 megalitres of liquid waste that met quality standards flowed into the Way Ilo river.





# About This Report





## About This Report

As a testament to GGF's dedication and determination to cultivating a sustainable and responsible business, we are proud to announce the publication of our inaugural Sustainability Report for the reporting period spanning from January 1, 2021, to December 31, 2022. This sustainability report also marks the beginning of our commitment to a regular biennial reporting cycle. <sup>[GRI 2-3]</sup>

The report aims to provide a comprehensive and in-depth understanding of GGF's performance in managing the operational impacts of the Company in the economic, social, and environmental fields to our stakeholders. In addition, this Sustainability Report is made as our responsibility to increase transparency and accountability, as well as strengthen our relationships with stakeholders.

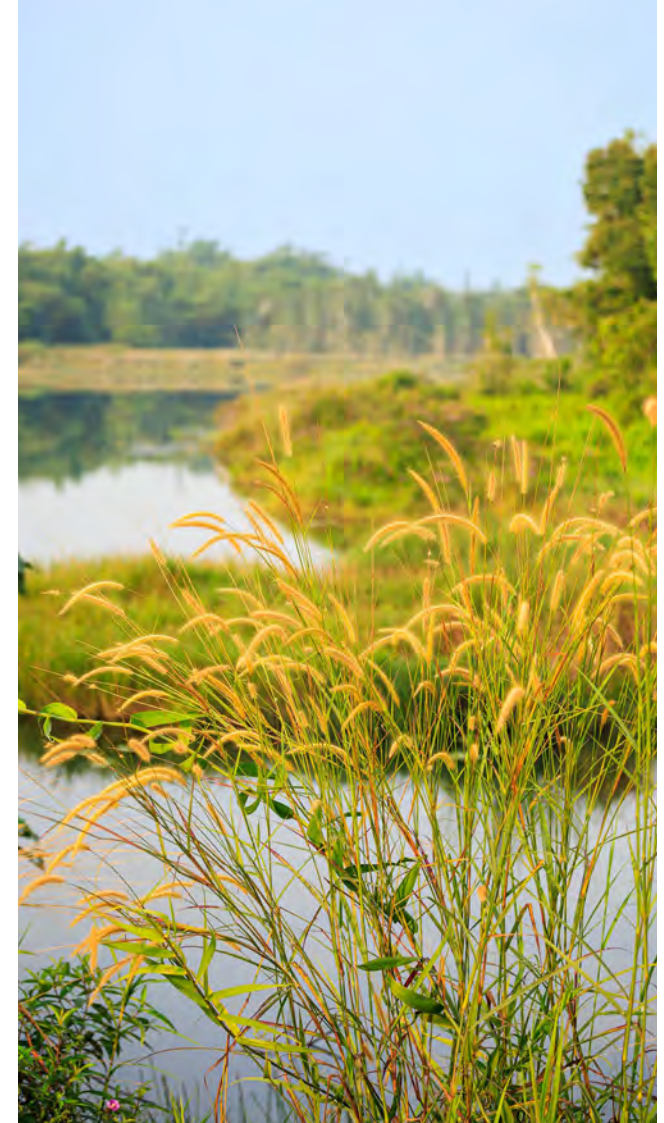
The preparation of this Sustainability Report is in accordance with the Global Reporting Initiative 2021 (GRI) Standards. In addition, we aligned this report with several indicators, requirements and recommendations from the following standards and guidelines:

- Sustainability Accounting Standards Board (SASB): Agricultural Products Standard and Meat, Poultry and Dairy Standard
- Sustainable Development Goals (SDGs)

GRI and SASB indicator numbers are presented in the relevant narrative using different colors for easy access for readers. In addition, a list of the GRI and SASB indexes is also attached on page 190-204.

GGF acknowledges the importance of presenting credible data in our sustainability report. Therefore, to ensure that the reports we submit have undergone a rigorous validation process and comply with applicable reporting standards, all content and data, including supporting materials, have undergone an internal verification process approved by the Board of Directors. To enhance the credibility of the data and information we report, GGF involves Decar Verite Asia as a credible and eligible external party to provide assurance for the sustainability report. Assurance is performed according to the AA1000 Assurance Standard (V3), Type II, a moderate level of assurance. GGF ensures that there are no conflicts of interest during the verification process, and the selection of assurance providers is conducted independently.

<sup>[GRI 2-5][GRI 2-14]</sup>





## Scope, Contents, and Boundaries of Reporting <sup>[GRI 2-2]</sup>

The Great Giant Foods Sustainability Report for 2021-2022 includes a consolidation of information and data from GGF's main entities as stated in the chapter **"About Great Giant Foods"**, namely: <sup>[GRI 2-2]</sup>

1. PT Great Giant Pineapple (GGP)
2. PT Great Giant Livestock (GGL)
3. PT Sewu Segar Nusantara (SSN)
4. PT Sewu Segar Primatama (SSP)
5. PT Umas Jaya Agrotama (UJA)
6. PT Bromelain Enzyme (BE)

The financial data is obtained from audited financial statements, encompassing the six corporate entities mentioned earlier, as well as various other entities not covered within the scope of the Sustainability Report. These additional entities are as follows:

1. PT Setia Karya Transport (SKT)
2. PT Inbio Tani Nusantara (ITN)
3. PT Nusantara Segar Abadi (NSA)
4. PT Sewu Primatama Indonesia (SPI)
5. GGF International
6. PT Sreeya Sewu Indonesia (SSI)

Information and performance related to environmental and social aspects mainly come from the activities of four GGF entities located in the Terbanggi Besar - Lampung integrated area, namely GGP, GGL, UJA and BE, unless otherwise stated.

Given that this is GGF's inaugural Sustainability Report, there are no restatements to previous reports. To present our report, we employ the terms 'GGF,' 'Company,' or 'We,' which refer to Great Giant Foods.

The information and data presented in our Sustainability Report can be in the form of qualitative, quantitative, or both. This data includes an explanation of the policies that we implement, the efforts that have been made, and the achievements that we have achieved in our operational activities. In addition, the numerical data that we submit in this report are presented in Indonesian metrically, unless indicated otherwise.

In our efforts to produce quality reports, we apply reporting principles in accordance with the 2021 GRI Standards. These principles include accuracy, balance, clarity, comparability, completeness, context of sustainability, timeliness, and verifiability.

We also involve Stakeholders in the process of determining report content through a materiality assessment, as we believe that this can help us understand what is most important to them. Thus, we can ensure that our reports reflect relevant and significant matters for the sustainability of our business.

We strongly encourage readers and users of this report to contribute their suggestions, feedback, opinions, and other valuable insights to improve our Sustainability Reporting. As a result, we have included a Feedback Form at the end of the report. Your contributions will play a crucial role in enhancing the quality of our reporting as we move forward.

Please send them to: <sup>[GRI 2-3]</sup>

### Main Office

Sequis Tower Level 39-40  
Jl. Jendral Sudirman Kav. 71 SCBD  
Lot 11B,  
Jakarta 12190, Indonesia  
P. +62 21 5099 1888  
F. +62 21 2708 2828 or +62 62 2708 3939  
E. [contact@gg-foods.co](mailto:contact@gg-foods.co)  
[www.greatgiantfoods.com](http://www.greatgiantfoods.com)

or

Jl. Raya Arah Menggala Km 77, Terbanggi  
Besar, Lampung Tengah 34165 Indonesia  
P. +62 725 7573 0001  
F. +62 725 7573 0007  
[www.greatgiantpineapple.com](http://www.greatgiantpineapple.com)

## Materiality Assessment Process with Stakeholders <sup>[GRI 3-1]</sup>

We have adopted a comprehensive approach to assessing the impact of the Company on the economy, environment, society, and human rights. In 2022, we conducted a materiality assessment for the first time and will conduct a review every 2 years to ensure the relevance and actuality of material topics. This review process allows the Company to identify any emerging issues or changes in stakeholder expectations, enabling us to adapt our sustainability practices accordingly.

GGF follow the principles and guidelines for reporting and assessing materiality set out by the GRI and the SASB) in the relevant year. By conducting these regular assessments, GGF aim to foster a culture of accountability, ensuring that our actions are consistent with the Company's responsibilities to society, and that our stakeholders are well-informed about GGF's sustainable practices and their impacts, thereby promoting transparency and trust in GGF.

To systematically identify material topics for the Company, we enlist the support of external consultants and actively engage stakeholders. The process can be succinctly outlined as follows: <sup>[GRI 3-1]</sup>

01

### Identifying Actual and Potential Impact

To thoroughly assess our company's impact, we consider both the current and potential effects on various aspects of society and the surrounding environment. This encompasses both positive and negative impacts on the economy, environment, society, and human rights.

02

### Evaluating the Significance of the Impact

Reviewing the significance of impacts is crucial in determining material topics. This requires a thorough evaluation of their severity and likelihood, taking into account both internal and external perspectives. To gain these perspectives, we conducted a focus group discussion (FGD) on Friday, October 14, 2022, at the PT Great Giant Foods Training Center in Lampung. The FGD was attended by 42 participants from different departments, both offline and online. Additionally, we distributed questionnaires to stakeholders, receiving 66 responses from GGF employees, NGOs, suppliers, media, and others.

03

### Prioritizing the Most Significant Impact

After evaluating the severity and likelihood of each impact, we establish a threshold to prioritize the most significant impacts. These prioritized impacts are then grouped into relevant topics, enabling the Company to concentrate the attention and efforts on the most critical issues.

04

### Review and Approval of Material Topics

We reviewed the results of the prioritization of material topics through internal discussions, 9 relevant material topics were identified and disclosed by the Company in this Sustainability Report. This process concludes with the approval of the identified material topics by the Board of Directors. This ensures that our sustainability reporting is aligned with the expectations and concerns of both our stakeholders and our company.

As previously stated, the Company has implemented a series of procedures to identify material topics that have a substantial impact on the economy, environment, society and human rights.

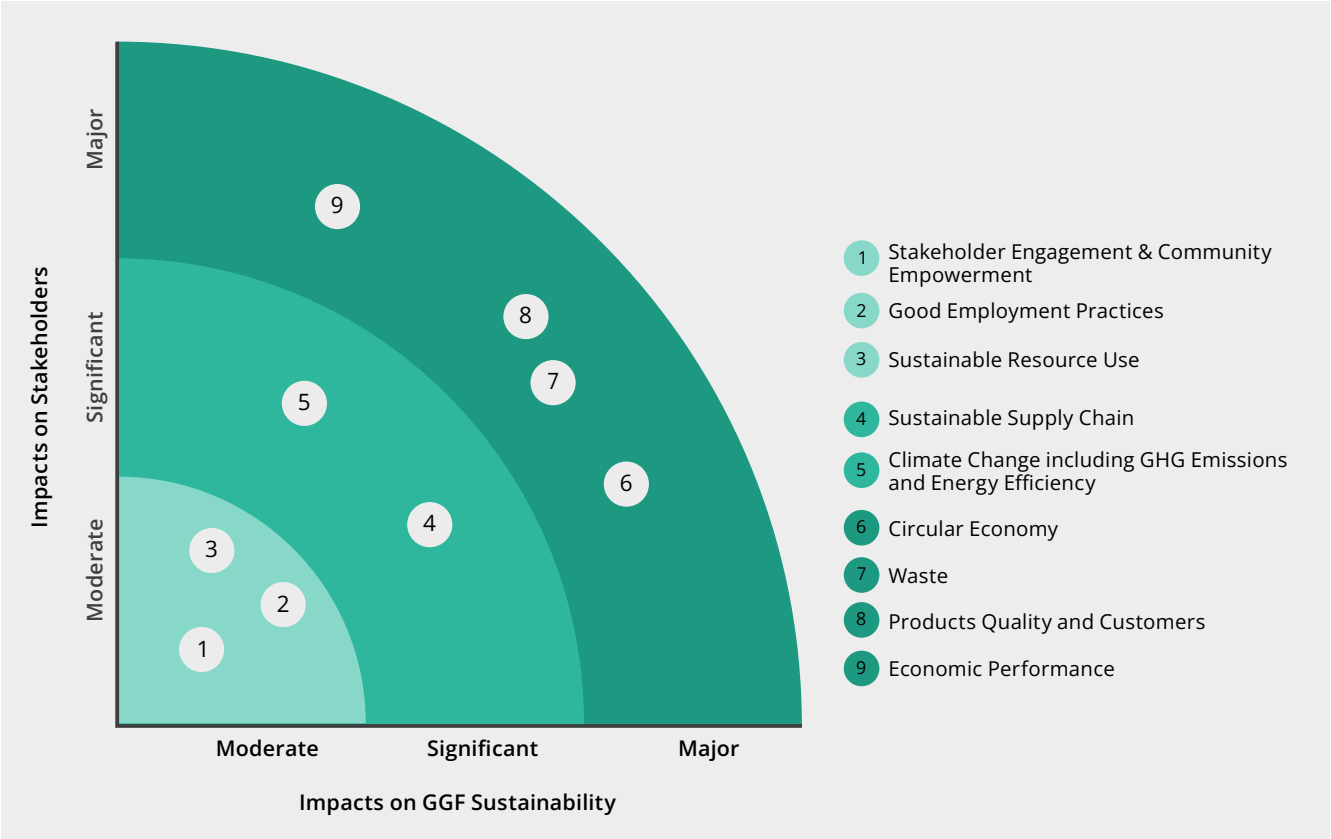
The nine identified material topics are: [GRI 3-2]

01. Circular Economy
02. Waste
03. Climate Change including GHG Emission and Energy Efficiency
04. Sustainable Resource Use
05. Good Employment Practices
06. Products Quality and Customers Satisfaction
07. Sustainable Supply Chain
08. Economic Performance
09. Stakeholder Engagement & Community Empowerment

Each of the aforementioned topics represents a crucial area that demands attention and proactive measures to secure the long-term sustainability and success of GGF’s business operations. By focusing efforts on these material subjects, the company can ensure that future business strategies align with its core values, objectives, and responsibilities towards stakeholders, while also making a significant contribution to broader societal sustainability

objectives. It is anticipated that the successful implementation of these material topics will position GGF as a responsible and profitable business entity in the times ahead.

In the materiality assessment process, we also identify the impact of the topic material on GGF’s stakeholders and business sustainability which is presented in the materiality matrix as follows.





The table below illustrates the connection between material subjects and specific disclosure indicators. Moreover, for more detailed information about these material subjects, please refer to the **“Grow Great Towards Sustainability”** chapter.

Material Topics		Topic Specific Disclosure	
		GRI	SASB
1	Circular Economy	Related to indicators on the topic of waste, sustainable use of resources, sustainable supply chains, and community empowerment	
2	Waste	GRI 306: Waste 2020 GRI 13.9: Food Security	
3	Climate Change including GHG Emission and Energy Efficiency	GRI 302: Energy GRI 305: Emission GRI 201-2: Financial implications and other risks and opportunities due to climate change	Energy Management FB-AG-130a.1  Greenhouse Gas Emissions FB-AG-110a.1-3 FB-MP-110a.1
4	Sustainable Resource Use	301: Materials 303: Water and Effluent 13.6 Pesticide Use 13.5 Soil health	Water Management FB-AG-140a.1-3 Land Use & Ecological Impacts FB-MP-160a.1 Genetically Modified Organisms Management FB-AG-430b.1 Antibiotic Use in Animal Production FB-MP-260a.1 Animal Care & Welfare FB-MP-410a.3



Material Topics		Topic Specific Disclosure	
		GRI	SASB
5	Good Employment Practices	401: Employment 402: Labour relation 403: Occupational health and services 404: Training and education 405: Diversity and Equal Opportunity 406: Non-discrimination	Workforce Health & Safety FB-AG-320a.1
6	Products Quality and Customers Satisfaction	416: Customer health and safety	Food Safety FB-AG-250a.1-3
7	Sustainable Supply Chain	308: Supplier environmental assessment 414: Supplier social assessment 204: Procurement practices	Environmental & Social Impacts of Ingredient Supply Chain FB-AG-430a.1-3 Environmental & Social Impacts of Animal Supply Chain FB-MP-430a.1-2 Animal & Feed Sourcing FB-MP-440a.1-2 Ingredient Sourcing FB-AG-440a.1-2
8	Economic Performance	201: Economic performances	
9	Stakeholder Engagement & Community Empowerment	203: Indirect economic impacts 413: Local communities	




# Our Contribution to SDGs







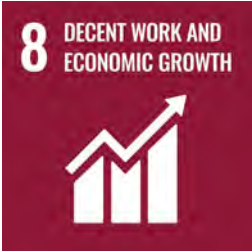

## Our Contribution to SDGs

SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
 <p><b>1 NO POVERTY</b></p>	<ol style="list-style-type: none"> <li>Improving the financial stability of the community and increased access to economic resources through the implementation of the Farmer Empowerment Partnership program and the MSMEs Partnership program. In the reporting year, GGF has established partnerships with more than 2,000 farmers and supported more than 200 individuals spread across 22 MSME groups in Indonesia.</li> <li>Constructed road network to improve community's access to basic services 214 kilometers in 2021-2022.</li> <li>Implementing a remuneration system (basic wage, fixed allowances, non-permanent allowances, and benefits) that is fair to employees in accordance with the minimum wage provisions applicable in the operational area.</li> </ol>	<ol style="list-style-type: none"> <li>61, 122, 126</li> <li>117</li> <li>94</li> </ol>
 <p><b>2 ZERO HUNGER</b></p>	<ol style="list-style-type: none"> <li>Improving nutrition by providing healthy fruit and staple food products through GGF Cares. GGF distributed 66 tons of fresh fruits, 138,000 units of canned pineapple, and 3,587 litres of milk, and 5,000 food packages to communities in need.</li> <li>Ensuring that children are well-nourished and mothers are knowledgeable about nutrition through the GREAT Indonesia program. GGF has facilitated 2,782 young children in accessing nutritious food, educated 1,800 pregnant and lactating mothers on improving good parenting, and supported 260 households in achieving nutritious food self-sufficiency.</li> <li>Ensuring sustainable food production systems and implementing resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, droughts, flooding, and other disasters, and that progressively improve land and soil quality.</li> <li>Maintaining genetic diversity of seeds, cultivating crops and rice fields, as well as conserving domesticated animals and related wild species, including through a diverse and well-maintained plant.</li> <li>Ensuring the welfare and care of animals in the supply chain and striving to achieve a balance between sustainable farming practices and food security.</li> </ol>	<ol style="list-style-type: none"> <li>107, 109</li> <li>113-115</li> <li>138</li> <li>143</li> <li>70</li> </ol>


SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<ol style="list-style-type: none"> <li>Facilitated the administration of COVID-19 vaccines to 22,000 employees and 1,985 employees families to prevent the transmission of COVID-19.</li> <li>Providing healthcare facilities and Personal Protective Equipment (PPE) for employees' health and safety</li> <li>Supported the provision of nutritious food products for children under 5, aiming to ensure their healthy development and well-being.</li> <li>Providing a balanced work environment (work-life balance) by paying attention to the health of employees, their physical and mental health.</li> <li>Supporting employees' health maintenance efforts through the provision of health facilities and programs including Medical Check Up and Employee Wellness.</li> <li>Presenting products that nourish people's lives with quality food produced in a sustainable and innovative manner.</li> </ol>	<ol style="list-style-type: none"> <li>103, 111</li> <li>111, 113</li> <li>96</li> <li>100-101</li> <li>60</li> </ol>
 <p><b>4</b> QUALITY EDUCATION</p>	<ol style="list-style-type: none"> <li>Collaborated with 15 higher education institutions in Indonesia and facilitated campus-industry collaboration within the framework of the Threefold Missions of Higher Education.</li> <li>Participated in the MBKM program to enhance students' exposure to real-life experiences.</li> <li>Sending GGF industry expert representatives to campuses and schools to share their knowledge and expertise about sustainable business operations with students.</li> <li>Organized training for 45,876 employees with a total of 121,223 hours of training provided.</li> </ol>	<ol style="list-style-type: none"> <li>119</li> <li>120</li> <li>121</li> <li>7, 81</li> </ol>
 <p><b>5</b> GENDER EQUALITY</p>	<ol style="list-style-type: none"> <li>Assuring the rights of female employees to be able to work optimally without compromising their role and nature as women.</li> <li>Implementing a company code of ethics that guarantees equal and fair employment opportunities to everyone and does not tolerate discriminatory practices.</li> <li>Creating a work environment that is free from violence, threats (both implicit and explicit) and intimidation.</li> <li>Implementing policies that protect the reproductive rights of female employees and their husbands.</li> <li>Empowering two groups of Kelompok Wanita Tani (KWT) consisting of 45 people to help implement the Kawasan Rumah Pangan Lestari (KRPL) program and achieve community food self-sufficiency.</li> </ol>	<ol style="list-style-type: none"> <li>92-93</li> <li>91</li> <li>91</li> <li>92-93</li> <li>114</li> </ol>

SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<ol style="list-style-type: none"> <li>1. Implemented the establishment of 11 deep wells, toilets, and hand-washing facilities to enhance the community's access to clean water and sanitation in 2021-2022.</li> <li>2. GGF manages liquid waste from the production of canned pineapple and tapioca flour into Biogas which is used as a substitute for HFO in the tapioca factory and coal substitution in the power plant.</li> <li>3. Adopting the use of automated machinery equipped with sensors, GPS and other technologies to conduct precision farming operations in support of precision water use for irrigation activities in plantations.</li> <li>4. The 2021 Energy and Water Saving Award program has led to innovations that have a water saving potential of 110,516 m<sup>3</sup>/year with cost savings of IDR 2.02 billion/year.</li> <li>5. GGF's water conservation program to achieve the target of reducing underground water use by 10% by 2027.</li> <li>6. GGF has also succeeded in minimizing water pollution due to pesticides and product waste by creating Waste Water Treatment (WWT) at each water discharge point.</li> </ol>	<ol style="list-style-type: none"> <li>1. 116</li> <li>2. 146</li> <li>3. 141</li> <li>4. 147</li> <li>5. 151</li> <li>6. 140</li> </ol>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<ol style="list-style-type: none"> <li>1. GGF has set a target that by 2030, 30% of GGF's energy consumption will be sourced from renewable energy (Biogas).</li> <li>2. Building a Biogas Plant facility that produces biogas to be used 30% to replace HFO in the tapioca factory and 70% is used for coal substitution in the power plant facility.</li> <li>3. The GGF Sustainability Award 2022 program succeeded in bringing up innovations that have the potential to save energy by 5,750 GJ/year with emissions of 833 tCO<sub>2</sub>e/year and cost savings of up to Rp1.6 billion/year.</li> <li>4. The Energy and Water Saving Award 2021 program has 6 finalists with proposed innovations that have the potential to save energy usage of 3,718 GJ/year with the potential to reduce emissions by 654 tCO<sub>2</sub>e/year and cost savings of Rp1.36 billion/year.</li> </ol>	<ol style="list-style-type: none"> <li>1. 145</li> <li>2. 146</li> <li>3. 137</li> <li>4. 147</li> </ol>






SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<ol style="list-style-type: none"> <li>1. Seized the opportunity presented by the implementation of the circular economy to create profitable new products</li> <li>2. Organizing activities to improve employee competence through online learning system platforms or digital learning.</li> <li>3. GGF does not tolerate the practice of forced labour, child labor and human trafficking in the operations of the Company or our partners.</li> <li>4. Building harmonious partnerships with employees by guaranteeing the fulfillment of workers' rights and obligations and providing freedom of association.</li> <li>5. Successfully obtained ISO 45001:2018 certification and SMK3 certification from the Ministry of Employment of the Republic of Indonesia.</li> <li>6. GGF realizes its commitment to improving the welfare of its people by providing competitive compensation and benefits to employees.</li> <li>7. Empowering local communities to create shared value through the implementation of inclusive supply chains. By 2022, GGF has established partnerships with more than 1,200 local plasma cattle and 1,007 farmers based in 5 provinces in Indonesia.</li> </ol>	<ol style="list-style-type: none"> <li>1. 127</li> <li>2. 89</li> <li>3. 92</li> <li>4. 92</li> <li>5. 98</li> <li>6. 94</li> <li>7. 67</li> </ol>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ol style="list-style-type: none"> <li>1. Digitizing HR systems and processes by creating a single integrated portal for HR affairs called Genesys (GGF Employee Self Service System).</li> <li>2. Implementing the People Capability Development Program strategy launched in 2017. The program includes training and development in the areas of leadership, technical, talent and career.</li> <li>3. Providing a comfortable and environmentally friendly work environment for employees</li> <li>4. Implementing circular economy principles in the Lampung Food and Energy Estate, which allows all resources to be managed efficiently and utilized to the maximum in an integrated production area.</li> <li>5. Upgrading sustainable agriculture practices to a regenerative agriculture management model.</li> <li>6. Implement precision agriculture with a technology-based agricultural management approach and data analysis to optimize various aspects of crop production.</li> </ol>	<ol style="list-style-type: none"> <li>1. 82</li> <li>2. 84</li> <li>3. 97</li> <li>4. 131-132</li> <li>5. 138</li> <li>6. 141</li> </ol>

SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
	<ol style="list-style-type: none"> <li>1. Implementation of equal and inclusive Human Resources (HR) management to create HR with superior competence by relying on internal growth capabilities.</li> <li>2. GGF guarantees an inclusive employee recruitment system by providing equal opportunities to everyone without discrimination on the basis of race, skin color, gender, religion, political opinion, or other discriminatory factors.</li> <li>3. Implementing a fair remuneration system for employees without discriminating against their citizenship status or operational location.</li> <li>4. GGF is committed to supporting the improvement of the welfare of communities in its operational areas by providing employment opportunities to local residents and guaranteeing their rights as stipulated by applicable national and provincial labor regulations.</li> <li>5. Contributing to the welfare of local communities through a commitment to community empowerment in its operational areas by engaging local farmers and suppliers from diverse backgrounds, including women-owned businesses, minority-owned businesses, and small-scale farmers.</li> </ol>	<ol style="list-style-type: none"> <li>1. 84</li> <li>2. 86</li> <li>3. 94</li> <li>4. 94</li> <li>5. 67</li> </ol>
	<ol style="list-style-type: none"> <li>1. Providing accommodation facilities for employees from outside the area such as employee mess, recreational facilities, health and sports facilities, etc.</li> <li>2. Improved the community's access to basic services by constructing road infrastructure, drainage networks, bridges, and prayer facilities.</li> </ol>	<ol style="list-style-type: none"> <li>1. 97</li> <li>2. 117</li> </ol>

SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
	<ol style="list-style-type: none"> <li>1. GGF is committed to promoting sustainable agricultural practices, maintaining soil and water sustainability, reducing carbon footprint, and implementing integrated waste management through the GGF Great World Sustainability Pillars.</li> <li>2. Implementing a supply chain with a circular economy concept to utilize recycled raw materials and reduce the impact on the environment in operational management.</li> <li>3. GGF fully implements the circular economy principles through centralized operations in one integrated area (the Food and Energy Estate). All resources are utilized efficiently by maintaining the economic value of a resource to the maximum.</li> <li>4. Applying a regenerative agriculture management model that aims to restore or regenerate the health of agricultural ecosystems so as to increase productivity and growth potential on plantation land.</li> <li>5. GGF contributes to efforts to respond to and prevent food loss and food waste issues in the country through a number of upcycling programs. In the reporting year, GGF succeeded in reducing food loss and food waste by 21,658 tons and reduced the amount of waste that ended up in landfills by 4,054 tons.</li> <li>6. Engaging consumers to manage packaging waste through Re.juve's Bring Back Empty Bottle program.</li> <li>7. GGF implements environmentally friendly agricultural land management by relying on the use of organic fertilizers as a more environmentally friendly alternative.</li> <li>8. GGF is also committed to reducing the use of chemical pesticides in efforts to control pests and plant diseases by implementing integrated pest and disease management through strictly controlled physical (mechanical), biological (natural enemies), and chemical (pesticide) control methods.</li> <li>9. GGF ensures soil health on plantation land by conducting regular soil quality assessments.</li> <li>10. Implementing a Zero Waste Plastic policy by significantly reducing the use of non-renewable materials such as plastic and foam used in product operations and packaging and the waste they generate.</li> <li>11. GGF has built a recycling facility in the Food Energy Estate area in Lampung to recycle plastic waste to be processed into goods that have better value and function than waste.</li> <li>12. Processing bamboo waste into biochar or charcoal powder that will be mixed with compost as bio fertilizer.</li> </ol>	<ol style="list-style-type: none"> <li>1. 129</li> <li>2. 65, 131</li> <li>3. 131-132</li> <li>4. 138</li> <li>5. 134, 183</li> <li>6. 136</li> <li>7. 139</li> <li>8. 140</li> <li>9. 138</li> <li>10. 134</li> <li>11. 134</li> <li>12. 139</li> </ol>



SUSTAINABLE DEVELOPMENT GOALS	INITIATIVES AND ACHIEVEMENTS	PAGE
	<ol style="list-style-type: none"> <li>GGF has conducted a climate risk and opportunity assessment of the operations of GGP entities in accordance with the recommendations of the Task-Force on Climate Related Financial Disclosure (TCFD).</li> <li>Increasing the mix of renewable technologies in the country through the initiative to build a liquid waste treatment facility into Biogas (Biogas Plant) which is used as an energy source in GGF's operations in Lampung.</li> <li>Implementing energy efficiency initiatives.</li> </ol>	<ol style="list-style-type: none"> <li>145</li> <li>146</li> <li>145</li> </ol>
	<ol style="list-style-type: none"> <li>GGF is collaborating with the Way Kambas National Park (WKNP) management on this initiative to install GPS devices on elephant herds at the Elephant Training Center (ETC) to prevent incidents of elephant herds entering the plantation areas owned by GGF and communities around WKNP.</li> <li>GGF has a policy prohibiting the hunting, keeping and trade of protected flora and fauna in and around production areas.</li> </ol>	<ol style="list-style-type: none"> <li>144</li> <li>143</li> </ol>
	<ol style="list-style-type: none"> <li>Involving the community in upcycling programs to prevent food loss and food waste.</li> <li>Engaging local farmers in the Company's supply chain through the Farmer Empowerment Partnership (FEP) program.</li> </ol>	<ol style="list-style-type: none"> <li>134</li> <li>122-125</li> </ol>

# Data Table



## 10. Grow Great Product

### Origin of Suppliers [GRI 204-1]

Origin of Suppliers	Supplier Origin Percentage						Contract Value (%)		
	2020		2021		2022		2020	2021	2022
	Amount	%	Amount	%	Amount	%	%	%	%
Local (Indonesia)	480	78	530	79	509	78	65	45	48
Overseas	132	22	141	21	146	22	35	55	52
<b>Total</b>	<b>612</b>	<b>100</b>	<b>671</b>	<b>100</b>	<b>655</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

### Customer Satisfaction Level

Year	2020	2021	2022
Satisfaction Level (%)	89.6	85.1	87.7



## 11. Grow Great Talent

### Number of Employees by Employment Status, Age, and Gender

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Employment Status	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Permanentt (PKWTT)*	396	231	396	1,614	639	150	331	204	2,637	1,551	747	180	272	192	2,526	1,527	795	199
Contract (PKWT)*	782	1200	782	549	72	8	688	569	252	329	6	1	757	749	321	416	60	11
Seasonal	5,699	1,798	5,699	4,988	1,414	932	5,549	1,592	8,877	4,943	1,463	938	5,858	1,597	8,756	5,034	1,533	973
<b>TOTAL</b>	<b>6,877</b>	<b>3,229</b>	<b>6,877</b>	<b>7,151</b>	<b>2,125</b>	<b>1,090</b>	<b>6,568</b>	<b>2,365</b>	<b>11,766</b>	<b>6,823</b>	<b>2,216</b>	<b>1,119</b>	<b>6,887</b>	<b>2,538</b>	<b>11,603</b>	<b>6,977</b>	<b>2,388</b>	<b>1,183</b>
	32,534						30,857						31,576					

### Number of Employees by Employment Status, Region and Gender

	2020				2021				2022			
Region	Lampung		Others		Lampung		Others		Lampung		Others	
Employment Status	M	F	M	F	M	F	M	F	M	F	M	F
Permanentt (PKWTT)*	3,609	1,820	272	175	3,472	1,782	243	153	3,324	1,742	269	176
Contract (PKWT)*	1,096	1,615	151	142	792	801	154	98	894	965	244	211
Seasonal	15,919	7,683	17	35	15,855	7,424	34	49	16,113	7,527	34	77
<b>TOTAL</b>	<b>20,624</b>	<b>11,118</b>	<b>440</b>	<b>352</b>	<b>20,119</b>	<b>10,007</b>	<b>431</b>	<b>300</b>	<b>20,331</b>	<b>10,234</b>	<b>547</b>	<b>464</b>
	32,534				30,857				31,576			

M: Male, F: Female \*PKWTT: *Perjanjian Kerja Waktu Tidak Tertentu* (Indefinite Time Work Agreement); PKWT: *Perjanjian Kerja Waktu Tertentu* (Specified Time Work Agreement)

## Number of Employees by Position Level, Age and Gender

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Employee Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Top Management	0	0	5	4	18	1	0	0	4	2	10	0	0	0	6	5	21	1
Middle Management	0	2	76	26	54	9	3	4	77	23	27	5	3	1	85	28	50	12
First Line Management	95	47	236	76	71	6	111	60	246	70	66	7	142	94	260	59	83	13
Staff	217	150	454	92	124	7	185	127	452	92	140	10	191	132	488	112	142	13
Executor	866	1,232	2,468	1,965	444	135	720	582	2,110	1,693	510	159	693	714	2,008	1,739	559	171
Seasonal	5,699	1,798	8,823	4,988	1,414	932	5,549	1,592	8,877	4,943	1,463	938	5,858	1,597	8,756	5,034	1,533	973
TOTAL	6,877	3,229	12,062	7,151	2,125	1,090	6,568	2,365	11,766	6,823	2,216	1,119	6,887	2,538	11,603	6,977	2,388	1,183
	32,534						30,857						31,576					

M: Male, F: Female

## Number of Non-direct Workers

Types of Workers	Overview of Work Performed	2020	2021	2022
Intern	Assist user work based on specific projects.	22	50	70

## Number of Employees by Region, Age and Gender

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Region	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	6,706	3,034	11,835	7,041	2,100	1,078	6,402	2,224	11,548	6,717	2,236	1,115	6,657	2,287	11,347	6,855	2,361	1,169
Others*	171	195	227	110	25	12	166	141	218	106	19	11	230	251	256	122	27	14
Total	6,877	3,229	12,062	7,151	2,125	1,090	6,568	2,365	11,766	6,823	2,255	1,126	6,887	2,538	11,603	6,977	2,388	1,183
	32,534						30,857						31,576					

M: Male, F: Female \*Others include Banten, West Java, Central Java, Yogyakarta, East Java, Bali and East Kalimantan.

## Number of Workers covered by Collective Bargaining Agreements

Collective Bargaining Agreements	2020	2021	2022
Number of Permanentt and contract employees	8,880	7,495	7,825
Number of Permanentt and contract employees covered by collective bargaining agreements	8.880	7,495	7,825
Percentage of Permanentt and contract employees covered by collective bargaining agreements (%)	100%	100%	100%



## Total New Employees [GRI 401-1.a]

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Region	L	P	L	P	L	P	L	P	L	P	L	P	L	P	L	P	L	P
Lampung	313	412	139	182	3	0	142	74	68	51	0	0	208	637	88	404	2	4
Others*	41	50	14	10	2	0	39	26	10	3	0	0	79	51	35	5	2	1
Total	354	462	153	192	5	0	181	100	78	54	0	0	287	688	123	409	4	5
	1,166						413						1,516					

M: Male, F: Female

\*Others include Banten, West Java, Central Java, Yogyakarta, East Java, Bali and East Kalimantan.

## New Employee Hiring Rate [GRI 401-1.a]

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Region	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	0.31	0.33	0.04	0.08	0.004	0	0.16	0.11	0.02	0.02	0	0	0.26	0.92	0.03	0.22	0.00	0.02
Others*	0.23	0.25	0.06	0.09	0.08	0	0.23	0.18	0.04	0.02	0	0	0.34	0.20	0.13	0.04	0.07	0.07

M: Male, F: Female

\*Others include Banten, West Java, Central Java, Yogyakarta, East Java, Bali and East Kalimantan.

## Total Employee Turnover [GRI 401-1.b]

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Region	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	322	231	396	134	343	62	225	492	281	255	172	26	144	520	81	351	119	35
Others	81	118	38	19	3	1	81	105	59	27	16	9	30	13	23	13	3	1
Total	403	349	434	153	346	63	306	597	340	282	188	35	174	533	104	364	122	36

## Employee Turnover Rate [GRI 401-1.b]

	2020						2021						2022					
Age Category	18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o		18-30 y.o		30-50 y.o		> 50 y.o	
Region	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	0.31	0.18	0.13	0,06	0.50	0.42	0.26	0.77	0.10	0.14	0.22	0.14	0.18	0.75	0.03	0.19	0.14	0.17
Others	0.47	0.60	0.16	0,17	0.12	0.08	0.48	0.74	0.27	0.25	0.84	0.81	0.13	0.05	0.08	0.10	0.11	0.07

## Maternity Leave [GRI 401-3]

	Unit	2020		2021		2022	
		M	F	M	F	M	F
Total number of employees eligible for maternity leave	Total	4,074	2,038	3,737	1,545	3,738	1,649
Total number of employees who took maternity leave	Total	185	93	187	82	167	59
Total number of employees who returned to work in the reporting period after maternity leave ended	Total	185	93	187	82	167	59
Total number of employees who returned to work after maternity leave ended, who were still employed 12 months after returning to work	Total	185	93	187	82	167	59
Rate of employees returning to work after taking maternity leave	%	100%	100%	100%	100%	100%	100%
Rate of employees who return to work and can be retained after taking maternity leave	%	100%	100%	100%	100%	100%	100%



### Total Number of Employees Who Participated in Training <sup>[GRI 404-1]</sup>

Employee Category	2020			2021			2022		
	M	F	Amount	L	P	Amount	L	P	Amount
Permanent	4,490	5,430	9,920	4,946	3,792	8,738	4,361	1,397	5,758
Contract	1,535	2,970	4,505	2,970	5,629	8,599	8,007	14,774	22,781
<b>TOTAL</b>	6,025	8,400	<b>14,425</b>	7,916	9,421	<b>17,337</b>	12,368	16,171	<b>28,539</b>

### Total Number of Training Hours for Employees <sup>[GRI 404-1]</sup>

Employee Category	2020			2021			2022		
	L	P	Amount	L	P	Amount	L	P	Amount
Permanent	19,673	18,448	38,121	15,555	8,966	24,521	19,865	5,772	25,637
Contract	6,011	7,655	13,666	8,524	11,312	19,836	22,192	29,037	51,229
<b>TOTAL</b>	25,684	26,103	<b>51,787</b>	24,079	20,278	<b>44,357</b>	42,057	34,809	<b>76,866</b>

### Average Number of Training Hours for Employees <sup>[GRI 404-1]</sup>

Employee Category	2020			2021			2022		
	M	F	Amount	M	F	Amount	M	F	Amount
Permanent	4.38	3.4	3.84	3.14	2.36	2.81	4.56	4.13	4.45
Contract	3.92	2.58	3.03	2.87	2.01	2.31	2.77	1.97	2.25
<b>TOTAL</b>	8.30	5.98	<b>6.87</b>	6.01	4.37	<b>5.12</b>	7.33	6.1	<b>6.7</b>

**Percentage of Total Employees by Gender and by Employee Category Who Received Regular Performance and Career Development Reviews during the Reporting Period** <sup>[GRI 404-3]</sup>

Employee Category	2020			2021			2022		
	M	F	Amount	M	F	Amount	M	F	Amount
Permanent	42%	22%	64%	44%	23%	67%	46%	24%	70%
Contract	15%	21%	36%	15%	18%	33%	15%	15%	30%
<b>TOTAL</b>	<b>57%</b>	<b>43%</b>	<b>100%</b>	<b>59%</b>	<b>41%</b>	<b>100%</b>	<b>61%</b>	<b>39%</b>	<b>100%</b>

**Ratio of Basic Salary and Remuneration of Female to Male** <sup>[GRI 405-2]</sup>

Operational Location	Entry Level Salary								
	2020			2021			2022		
	M	F	Ratio	M	F	Ratio	M	F	Ratio
Lampung (Terbanggi)	2,443,125	2,443,125	1	2,523,025	2,523,025	1	2,574,570	2,574,570	1
Others (Jakarta)	4,276,349	4,276,349	1	4,416,195	4,416,195	1	4,454,100	4,454,100	1

## Incident of Occupational Accidents

	2021	2022
Total Recordable incident Rate (TRIR)*	1.70	1.59
Total Lost Time Injury Frequency Rate (LTIFR)*	1.70	1.59
Total Fatality Rate**	0	0

Notes:

\*Total Recordable Incident Rate (TRIR): the number of recorded work accidents per 1,000,000 working hours. Recordable injury incidents are injury incidents that result in lost workdays. Therefore, TRIR is equal to the Total Lost Time Injury Frequency Rate.

\*\*Fatality Rate: The number of work accidents that result in fatalities per 1,000,000 working hours.



## 13. Grow Great Nature

### Fertilizer Consumption [GRI 13.5]

Type of Fertilizer	2020	2021	2022
	Consumption Volume (Tons)	Consumption Volume (Tons)	Consumption Volume (Tons)
Chemical Fertilizer	57,865.8	65,142.8	76,494.2
Compost	19,772.6	14,989.3	50,561.3
Liquid Organic Biofertilizer (LOB)	2,540.4	3,196.3	1,837.2

### Pesticide Consumption by Hazard Level [GRI 13.6.2]

Hazard Level	2020	2021	2022
	Consumption Volume (kg or L)	Consumption Volume (kg or L)	Consumption Volume (kg or L)
Moderately hazardous	1,917,726.38	2,047,340.86	2,285,458.26
Slightly hazardous	328,696.23	363,299.03	272,015.06
Unlikely to present an acute hazard	78,488.17	70,053.98	204,167.43

## Pesticide Consumption by Type <sup>[GRI 13.6]</sup>

Type of Pesticide	2020	2021	2022
	Consumption Volume (kg or L)	Consumption Volume (kg or L)	Consumption Volume (kg or L)
Herbicides	468,427.64	417,147.80	499,679.13
Insecticides, Acaricides	1,568,372.47	1,680,250.85	1,862,248.40
Fungicides	275,188.04	379,910.64	395,198.29
Growth Regulators (ZPT)	12,922.61	3,384.58	4,514.94

## Hazardous Waste Generation [GRI 306-4] [GRI 306-5] [GRI 306-3] [GRI 13.8.4]

Type of Hazardous Waste	2020			2021			2022		
	Waste Production (Tons)	Diverted from disposal site (Handed over to Third Party) (Tons)	Temporarily stored in TPSLB3*	Waste Production (Tons)	Diverted from disposal site (Handed over to Third Party) (Tons)	Temporarily stored in TPSLB3*	Waste Production (Tons)	Diverted from disposal site (Handed over to Third Party) (Tons)	Temporarily stored in TPSLB3*
Used Oil	86.26	85.84	0.42	76.46	72.09	4.37	100.61	95.28	5.33
Used Accu	8.92	8.36	0.56	6.61	6.05	0.56	6.82	6.26	0.56
Oil Filter	2.45	1.70	0.75	4.25	2.40	1.85	2.85	2	0.85
Dry Paint	2.90	1.70	1.20	4.00	1.81	2.19	5.12	2.03	3.09
Contaminated Soiled Wipes	0.65	0.50	0.15	0.43	0.28	0.15	0.61	0.36	0.25
Used B3 Packaging	4.12	3.84	0.28	5.69	3.64	2.05	6.44	4.55	1.89
Used Lamp	0.12	0	0.12	0.12	0.10	0.02	0.11	0.02	0.09
Various Used Lab Reagent	4.62	2.86	1.76	3.30	1.79	1.51	6.06	3	3.06
Solvent	0.32	0.32	0	0	0	0	0.44	0	0.44
Discon Concentrate	0.32	0.32	0	0	0	0	0.44	0	0.44
Fly Ash	7,181.87	5,078.29	2,103.58	8,814.60	5,789.95	3,024.65	11,358.22	11,254.29	103.93
Bottom Ash	604.01	457.46	146.55	481.93	0	481.93	678.45	46.11	632.34
Electrical Waste	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>7,896.56</b>	<b>5,641.19</b>	<b>2,255.37</b>	<b>9,397.39</b>	<b>5,878.11</b>	<b>3,519.28</b>	<b>12,166.17</b>	<b>11,413.9</b>	<b>752.27</b>

\*TPSLB3: Tempat Penyimpanan Sementara Limbah B3 (Hazardous Waste Temporary Storage Area)



## Non-hazardous Waste Generation [GRI 306-4] [GRI 306-5] [GRI 306-3] [GRI 13.8.4]

Type of Non-hazardous Waste	2020			2021			2022		
	Waste Production (Tons)	Diverted from disposal site (Tons)	Discharged directly to landfill (Tons)	Waste Production (Tons)	Diverted from disposal site (Tons)	Discharged directly to landfill (Tons)	Waste Production (Tons)	Diverted from disposal site (Tons)	Discharged directly to landfill (Tons)
Pineapple peel waste	57,539	57,539	N/A	76,256	76,256	N/A	82,442	82,442	N/A
Decanter waste	18,002	18,002	N/A	8,984	8,984	N/A	5,383	5,383	N/A
Pine core waste	1,251	1,251	N/A	8,117	8,117	N/A	11,846	11,846	N/A
Bromelain Enzyme fiber waste	9,677	9,677	N/A	11,188	11,188	N/A	12,923	12,923	N/A
Cassava pulp	8,001	8,001	N/A	10,065	10,065	N/A	5,358	5,358	N/A
Cassava waste	18,035	18,035	N/A	6,446	6,446	N/A	8,906	8,906	N/A
<b>Total</b>	<b>112,505</b>	<b>112,505</b>	<b>N/A</b>	<b>121,056</b>	<b>121,056</b>	<b>N/A</b>	<b>126,858</b>	<b>126,858</b>	<b>N/A</b>

## Manure Waste Generation [SASB FB-MP-160a.1]

	2020	2021	2022
<b>Total manure production (tons)</b>	<b>49,811</b>	<b>43,635</b>	<b>53,679</b>

## Food Loss and Food Waste

Food Loss and Food Waste	2020	2021	2022
Total Weight of all food loss & food waste (tons)	N/A	N/A	25,712
Total weight of food loss & food waste volumes used for alternative purposes (tons)	N/A	N/A	21,658
Total discarded (tons)	N/A	5,285	4,054

## Total Water Withdrawal by Source [GRI 303-3] [GRI 13.7.4]

Source of Water	Total Water Withdrawal						Purpose of Water Usage
	2020		2021		2022		
	Megalitres	%	Megalitres	%	Megalitres	%	
Surface water	7,961	46%	14,775	56%	7,338	46%	Irrigation
Groundwater	9,460	54%	11,585	44%	8,577	54%	Irrigation water and regular water use: factory, office

## Water Consumption [GRI 303-5] [GRI 13.7.6]

Water Consumption	All Area		
	2020	2021	2022
<b>Total Water Consumption (Megalitres)</b>	<b>5,504.56</b>	<b>5,906.53</b>	<b>6,058.65</b>

## Pineapple Water Index\*

Year	2020	2021	2022
Total Blue Water Index	26.04	23.85	11.78
Total Water Index	74.20	77.45	74.57
<b>Total</b>	<b>100.24</b>	<b>101.30</b>	<b>86.35</b>

\* Data coverage includes pineapple plantations owned by GGP entities located in the integrated area of Lampung.

### Total Effluent Discharge by Destination [GRI 303-4] [GRI 13.7.5]

Destination of Water Release (Way Ilo)	Total Effluent Discharge Across the Region (Megalitres)		
	2020	2021	2022
<b>Total</b>	<b>2,410.1</b>	<b>2,340.1</b>	<b>2,500.1</b>

### Total Consumption of Non Renewable Energy in Organizations [GRI 302-1] [GRI 302-3]

Types of Non Renewable Energy	Energy Usage Objective	Consumption (GJ)		
		2020	2021	2022
Coal	Powerplant	1,742,556	1,842,692	1,902,582
Solar	Heavy equipment, powerplant, diesel engine	306,784	387,514	352,372
LPG	Forklift	7,929	14,472	14,773
<b>Total</b>		<b>2,057,269</b>	<b>2,244,678</b>	<b>2,269,727</b>

### Total Consumption of Renewable Energy in Organization [GRI 302-1] [GRI 302-3] [SASB FB-AG-130a.1]

Types of Renewable Energy	Energy Usage Objective	Consumption (GJ)		
		2020	2021	2022
Biogas	Powerplant	164,544	205,690	220,231
<b>Total</b>		<b>164,544</b>	<b>205,690</b>	<b>220,231</b>



## Electricity Consumption from the Grid (External Energy Purchase) [SASB FB-AG-130a.1]

	Energy Usage Objective	Consumption (GJ)		
		2020	2021	2022
Total Electricity Consumption from Grid	Office and Residential	30,863	33,762	46,210
<b>Total</b>		<b>30,863</b>	<b>33,762</b>	<b>46,210</b>

## Total Energy Consumption in the Organization [GRI 302-1]

	Consumption (GJ)		
	2020	2021	2022
Total Energy Consumption	2,252,676	2,484,130	2,536,168
<b>Total</b>	<b>2,252,676</b>	<b>2,484,130</b>	<b>2,536,168</b>

Notes:

- Energy consumption data for production operations, offices and housing includes GGP, GGL, BE, UJA entities located in the Lampung integrated area.
- Conversion factor:  
1Kcal: 4.2 KJ  
calorific value of diesel fuel: 9063  
calorific value of coal: from the results of lab analysis  
calorific value of biogas: based on measurements at the Biogas Plant  
calorific value of LPG: 11220 Kcal/kg

## Energy Intensity [GRI 302-3]

Product	Unit	Energy Intensity*		
		2020	2021	2022
Processed Pineapple	GJ/Ton	8.0	7.3	6.5
Banana	GJ/Box	0.0057	0.0080	0.0081
Guava	GJ/Box	0.0166	0.0221	0.0160
Fresh Pine	GJ/Box	0.0013	0.0008	0.0010

\* Data coverage for products from GGP entities.

## Energy Efficiency by Product [GRI 302-4] [GRI 302-5]

Products	Unit	Baseline 2019	2020		2021		2022	
		Energy Intensity by Product	Energy Intensity by Product	Energy Savings* (%)	Energy Intensity by Product	Energy Savings* (%)	Energy Intensity by Product	Energy Savings* (%)
Processed Pineapple	GJ/Ton	8.75	8.00	-8.57	7.31	-16.46	6.49	-25.83
Banana	GJ/Box	0.01	0.01	0.00	0.01	0.00	0.01	0.00
Guava	GJ/Box	0.03	0.02	-33.33	0.02	-33.33	0.02	-33.33
Fresh Pine	GJ/Box	0.01	0.00	-100.00	0.00	-100.00	0.00	-100.00

\* Energy savings based on 2019 baseline data. Data coverage for products of GGP entities.

## Fuel Consumption for Freight/Transportation Fleet [SASB FB-AG-110a.3]

Fuel Name	Fuel Type	Consumption (GJ)		
		2020	2021	2022
Solar plantation (heavy equipment unit)	Nonrenewable Fuel	264,422	333,285	249,494
Solar forklift	Nonrenewable Fuel	11,011	11,265	10,658
LPG (forklift)	Nonrenewable Fuel	7,929	14,472	14,773

\* Data coverage includes production facilities and plantations owned by GGP entities.

## 2022 GHG Emissions Inventory [GRI 305-1][GRI 305-2] [GRI 305-3][GRI 13.1.2][GRI 13.1.3][GRI 13.1.4]

Business Unit	Scope	Emissions		Total Emissions	
		tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%
GGP	Scope 1	296,667	50.27	590,145	95.63
	Scope 2	13,685	2.32		
	Scope 3	279,794	47.41		
GGL	Scope 1 and 2			25,258	4.09
UJA				1,708	0.28
BE				26	0.00
Total GHG Emissions Inventory				617,138	

### Notes:

- Greenhouse gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>.
- Calculation based on GHG Protocol methodology with equity share and control approach.
- Global Warming Potential (GWP) values refer to IPCC.



## Carbon Footprint of 2022 Production [GRI 305-4] [GRI 13.1.5]

	Product Description	Carbon Footprint
1	Pineapple packaged in plastic cup, small	1.02 kg CO <sub>2</sub> e/kg net weight
2	Pineapple packaged in tin-can, size A1	2.27 kg CO <sub>2</sub> e/kg net weight
3	Pineapple packaged in tin-can, size A1.5	1.85 kg CO <sub>2</sub> e/kg net weight
4	Pineapple packaged in tin-can, size A2	1.77 kg CO <sub>2</sub> e/kg net weight
5	Pineapple packaged in tin-can, size A2.5	1.76 kg CO <sub>2</sub> e/kg net weight
6	Pineapple packaged in tin-can, size A10	1.53 kg CO <sub>2</sub> e/kg net weight
7	Pineapple packaged in plastic pouch, size 0.5	0.96 kg CO <sub>2</sub> e/kg net weight
8	Pineapple packaged in plastic pouch, size 1.5	0.96 kg CO <sub>2</sub> e/kg net weight
9	Pineapple packaged in plastic pouch, size 3	0.95 kg CO <sub>2</sub> e/kg net weight
10	Tropical-fruit packaged in plastic cup, small	1.02 kg CO <sub>2</sub> e/kg net weight
11	Tropical-fruit packaged in tin-can, size A1	2.27 kg CO <sub>2</sub> e/kg net weight
12	Tropical-fruit packaged in tin-can, size A1.5	1.85 kg CO <sub>2</sub> e/kg net weight
13	Tropical-fruit packaged in tin-can, size A2	1.77 kg CO <sub>2</sub> e/kg net weight
14	Tropical-fruit packaged in tin-can, size A2.5	1.76 kg CO <sub>2</sub> e/kg net weight
15	Tropical-fruit packaged in tin-can, size A10	1.53 kg CO <sub>2</sub> e/kg net weight
16	Juice packaged in steel-drum, 55 gal.	1.72 kg CO <sub>2</sub> e/kg net weight
17	Concentrate packaged in steel-drum, 55 gal.	1.64 kg CO <sub>2</sub> e/kg net weight

### Notes:

The carbon footprint for production is the emissions intensity per product that includes Scope 1, 2 and 3 emissions.

# Index



## GRI Index

Statement of use	GGF has reported in accordance with the GRI Standards for the period 1 January 2021 - 31 December 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

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	2-4 Restatements of information	156				
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	2-14 Role of the highest governance body in sustainability reporting	155,157				
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	2-17 Collective knowledge of the highest governance body	53				
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	2-19 Remuneration policies	-	Remuneration policies	Confidentiality constraints	GGF is a private company and cannot make public disclosures of remuneration and compensation	
	2-20 Process to determine remuneration	-	Process to determine remuneration			
	2-21 Annual total compensation ratio	-	Annual total compensation ratio			
	2-22 Statement on sustainable development strategy	36				
	2-23 Policy commitments	36				
	2-24 Embedding policy commitments	36				
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	2-26 Mechanisms for seeking advice and raising concerns	55				
	2-27 Compliance with laws and regulations	38				
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GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24				GRI 13.22.2
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	201-3 Defined benefit plan obligations and other retirement plans	95				
	201-4 Financial assistance received from government	25				
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	111				GRI 13.22.3
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GRI 3: Material Topics 2021	3-3 Management of material topics	41, 67, 122				GRI 13.22.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	69, 170				

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GRI 302: Energy 2016	302-1 Energy consumption within the organization	146, 185, 186				
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	302-3 Energy intensity	186				
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	303-2 Management of water discharge-related impacts	152				GRI 13.7.3
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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	148, 188				GRI 13.1.2
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	305-4 GHG emissions intensity	189	Separated Scope 1, 2 and 3 GHG emissions intensity data	Scope 1, 2 and 3 GHG emissions intensity calculations are incorporated in the emissions intensity data per product (product carbon footprint)	Presentation of emissions intensity data per product cannot be separated	GRI 13.1.5
	305-5 Reduction of GHG emissions	145				GRI 13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)	-	Emissions of ozone-depleting substances (ODS)	Insignificant percentage as a source of emissions at GGF		GRI 13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			GRI 13.1.8
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	403-9 Work-related injuries	100				GRI 13.19.10
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<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	63, 89, 177				
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	92				GRI 13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	92, 178				GRI 13.15.3
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GRI 3: Material Topics 2021	3-3 Management of material topics	70				GRI 13.11.1
GRI 13.11 Animal Health and Welfare	13.11.2 Report the percentage of production volume from the organization's sites that are certified to a third-party animal health and welfare standard, and indicate the standard	70				
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GRI 13.15 Nondiscrimination and Equal Opportunity	13.15.5 Differences in terms and approaches to compensation based on worker nationality or migrant status at each operational site				No difference in terms and approach to compensation	
Supply Chain Traceability						
GRI 3: Material Topics 2021	3-3 Management of material topics	76				GRI 13.23.1
GRI 13.23 Supply Chain Traceability	13.23.2 Describe the level of traceability applicable to each product acquired	77				
	13.23.3 Report the percentage of sourcing volume that is certified to internationally recognized standards that trace the path of products through the supply chain, by product, and list these standards	64				
	13.23.4 Describe improvement projects to get suppliers certified to internationally recognized standards that trace the product pathway through the supply chain to ensure that all volumes purchased are certified	63				



## APPLICABLE TOPICS IN GRI SECTOR STANDARD SPECIFIED AS NON-MATERIAL

TOPIC	EXPLANATION
GRI 13.3 Biodiversity	GGF's main operational site in Lampung is on land designated for plantations and there was no land conversion when GGF commenced operations.
GRI 13.4 Natural Ecosystem Conversion	
GRI 13.13 Land and Resource Rights	
GRI 13.14 Rights of Indigenous People	There are no indigenous peoples in our operations.
GRI 13.16 Forced or Compulsory Labor	GGF prohibits forced labor and child labor and always complies with labor regulations regarding the minimum age of workers and other labor rights.
GRI 13.17 Child Labor	
GRI 13.18 Freedom of Association and Collective Bargaining	GGF is committed to respecting labor rights by complying with applicable labor regulations. During the reporting year there were no significant issues that arose regarding labor rights including freedom of association and wages.
GRI 13.21 Living Income and Living Wage	
GRI 13.24 Public Policy	GGF does not engage in public policy-making activities, either directly or indirectly (through lobbying, support to political parties, and affiliation with intermediary organizations).
GRI 13.25 Anti-competitive Behavior	GGF does not engage in exclusive sourcing practices for the raw materials of its products. Each of GGF's raw material producers is free to distribute its supplies to other organizations and companies. Therefore, the potential for collusion with competitors and market price dominance of GGF's products is minimal.
GRI 13.26 Anti-corruption	GGF businesses have a low risk of exposure to corruption.

## SASB Index

TOPIC	ACCOUNTING METRIC	CODE	SASB SECTOR	PAGE
Energy Management	(1) Operational energy consumed/total energy consumed; (2) percentage grid electricity; (3) percentage renewable	FB-AG-130a.1.	Agricultural Products	186
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-AG-110a.1.	Agricultural Products	148, 188
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	FB-AG-110a.2.	Agricultural Products	145
	Fleet fuel consumed, percentage renewable	FB-AG-110a.3.	Agricultural Products	146, 187
	Gross global Scope 1 emissions	FB-MP-110a.1.	Meat, Poultry & Dairy	148
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high to extremely high baseline water stress	FB-AG-140a.1.	Agricultural Products	151, 152
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	Agricultural Products	151
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-AG-140a.3	Agricultural Products	152
Land Use & Ecological Impacts	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	FB-MP-160a.1.	Meat, Poultry & Dairy	150, 183
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	FB-AG-430b.1.	Agricultural Products	72

TOPIC	ACCOUNTING METRIC	CODE	SASB SECTOR	PAGE
Antibiotic Use in Animal Production	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	FB-MP-260a.1.	Meat, Poultry & Dairy	70
Animal Care & Welfare	Percentage of production certified to a third-party animal welfare standard	FB-MP-410a.3.	Meat, Poultry & Dairy	70
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	FB-AG-320a.1.	Agricultural Products	100
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-250a.1.	Agricultural Products Meat, Poultry & Dairy	75
	Percentage of agricultural products sourced from suppliers certified to a Global Safety Initiative (GFSI) recognized food safety certification program	FB-AG-250a.2.	Agricultural Products	64
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-AG-250a.3.	Agricultural Products Meat, Poultry & Dairy	75
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1.	Agricultural Products	64, 71
	Suppliers' social and environmental responsibility audit (1) nonconformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-430a.2.	Agricultural Products	64
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3.	Agricultural Products	71



TOPIC	ACCOUNTING METRIC	CODE	SASB SECTOR	PAGE
Environmental & Social Impacts of Animal Supply Chain	Percentage of livestock from suppliers implementing the Natural Resources Conservation Service (NRCS) conservation plan criteria or the equivalent	FB-MP-430a.1.	Meat, Poultry & Dairy	70
	Percentage of supplier and contract production facilities verified to meet animal welfare standards	FB-MP-430a.2.	Meat, Poultry & Dairy	70
Animal & Feed Sourcing	Percentage of animal feed sourced from regions with high or extremely high baseline water stress	FB-MP-440a.1.	Meat, Poultry & Dairy	66
	Percentage of contracts with producers located in regions with high or extremely high baseline water stress	FB-MP-440a.2.	Meat, Poultry & Dairy	66, 152
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1.	Agricultural Products	71
	Percentage of agricultural products sourced from regions with high baseline water stress	FB-AG-440a.2.	Agricultural Products	77, 152

## Independent Assurance Statement

No. DECAR-IAS/012A/09/2023

Provided by **Decar Verite Asia**

On specified disclosures within the scope of work, included in Great Giant Foods 2021-2022 Sustainability Report

To: **Great Giant Foods's Stakeholders**

As an independent licensed provider of sustainability assurance services, Decar Verite Asia has been engaged by Great Giant Foods (GGF) to provide independent assurance to information reported in its Sustainability Report for the period beginning on 1<sup>st</sup> January 2021 and ending on 31<sup>st</sup> December 2022.

### Objective

The objective of this assurance engagement was to provide an independent opinion on GGF qualitative and quantitative information within the scope of work, as well as their supporting management system, stated in the GGF's Sustainability Report.

This assurance statement is provided with the intention of informing all GGF stakeholders to assure the overall credibility of the reported information within the scope.

### Scope

The scope of GGF's 2021-2022 Sustainability Report and this assurance engagement includes all GGF performance and activities. Decar Verite Asia performed a Type 2 assurance for material topics: **Emission, Waste, Energy, Local Communities, and Economic Inclusion**, which was reported in GGF's 2021-2022 Sustainability Report; as well as its adherence to the GRI Sustainability Reporting Universal Standards 2021 (GRI Standards) and GRI 13: Agriculture, Aquaculture, dan Fishing Sectors Standards 2022.

All data and information within the specified disclosures, including but not limited to, commitment, initiatives, and performance, were assured to a Moderate Level of Assurance. The procedures include evaluation of the specified disclosures and assessment of samples of evidence to verify the adherence, reliability, and quality of the information against the AA1000 Assurance Standards v3 (2020) and other criteria as stated below.

### Reference and Criteria

Decar Verite Asia performed the assurance of GGF's 2021-2022 Sustainability Report in accordance with AA1000 Assurance Standard v3 (2020). Specific performance data and information were assessed utilizing globally recognized standards which include the Consolidated Set of the GRI Standards 2021.

### Responsibilities

#### Great Giant Foods

GGF is responsible for preparing the data in accordance with generally accepted reporting practices. This responsibility

also includes ensuring the accuracy and completeness of the information reported, implementing, and maintaining internal controls relevant to the preparation of the report, ensuring the performance data are fairly stated in accordance with applicable standards, as well as ensuring the data and information are not edited or amended in any way after assurance.

#### Decar Verite Asia

Decar Verite Asia is responsible for assessing collected evidence on the agreed-upon subject matter and criteria according to terms of reference agreed with GGF. Decar Verite Asia confirms its independence and impartiality to GGF in conducting the assurance engagement.

### Methodology

Decar Verite Asia incorporates the AA1000 Assurance Standard v3 and other criteria as stated above in its assurance protocol. The assessor team undertook the following activities to render their opinion:

- Initial review of all the material topics within the scope of assurance included in GGF's 2021-2022 Sustainability Report to generate a list of evidence needed to ensure the accuracy and credibility of the data and information reported;
- Engagement with individuals responsible for performance measurement;
- Evaluation of management systems for performance data collection, compilation, calculation, reporting, and validation;
- Review and assessment of performance data collected in accordance with the references and criteria used;
- Reporting the assurance findings to management as they arose to provide an opportunity for a corrective action prior to completion of the assurance process;
- Validation of the corrective action to ensure its accuracy;
- Preparation of the statement letter followed by approval as required by the Decar Verite Asia assurance protocols.

### Limitations

Decar Verite Asia planned and performed the work to obtain all the information and explanations believed to be necessary to provide a basis to render a conclusion for a Moderate Level of Assurance. The assurers conducted interviews with staff, reviewed governance documents and data, and performed limited recalculations on specific data through risk-based sampling. These processes enabled Decar Verite Asia to provide a Moderate Level of Assurance on GGF's 2021-2022 Sustainability Report, which reduces the risk of error in our conclusions, but does not reduce the risk to zero.

Assurance for the greenhouse gas emissions monitoring and calculations were carried out based on the emissions inventory report.

### Statement of Competency and Independence

Decar Verite Asia is an independent licensed assurance services provider. Our team of experts has technical expertise, competency, and extensive experience in conducting assurance engagement over environmental, social, and various other topics in accordance with the AA1000 Assurance Standard. No member of the assurance team has a business relationship with GGF beyond the required assignment. Decar Verite Asia conducted this assurance independently and impartially with no conflict of interest.

### Opinion and Findings

Upon finishing the assurance process, Decar Verite Asia is satisfied that all the specified disclosures within the scope of work are accurate and reliable. There is no evidence that suggests GGF management systems, governance documents, data collection methods, and calculations have material errors. Decar Verite Asia confirms that the information and data within the assurance scope included in the GGF's 2021-2022 Sustainability Report, provide material and complete representation of the GGF's sustainability performances.

### Adherence to AA1000 Accountability Principles Standard (2018)

Based on the methodology and activities performed, Decar Verite Asia has found that specified disclosures as stated in the GGF's 2021-2022 Sustainability Report within the scope of assurance are in adherence to AA1000 Accountability Principles Standard (2018). Our conclusion can be summarized as follows:

### Inclusivity

GGF has established and performed engagement to all of its internal and external stakeholders with significant influence on business activities, products, and sustainability strategy. GGF conducts stakeholder engagement with appropriate approach, provides sufficient information about its performance, and in accordance with the AA1000 SES:2015 Stakeholder Engagement Standards. For example, GGF has conducted a social mapping of the community to

understand the needs and conditions of the surrounding community. Hence, Decar Verite Asia ensures that GGF implements inclusivity.

### Materiality

With reference to the evidence of materiality process, GGF has demonstrated a schematic process for identifying and prioritizing material topics based on its significance through impact assessment process. Stakeholders' preferences were also included in determining the material topics. Therefore, Decar Verite Asia confirmed, through the verification activities, GGF has applied the principle of responsiveness.

### Responsiveness

In addition to its objectives, strategy, and development initiatives, GGF is responsive to issues raised by its stakeholders through its materiality assessment process. GGF has provided expected information, including their impact and actions taken to manage said impact, on its material topics with clarity and in line with stakeholders' interests. As an example, this can be seen from the establishment of policies related to waste which have clear targets and goals. Furthermore, GGF plays an active role in providing solutions to problems that occur in the surrounding community, one of which is in infrastructure development; GGF also develops initiatives related to emissions reduction with renewable energy implementation. Therefore, Decar Verite Asia confirmed, through the verification activities, GGF has applied the principle of responsiveness.

### Impact

GGF has established the processes to identify, monitor, measure, evaluate, and manage its material impacts. The report indicates that the GGF presents both quantitative and qualitative information about the impact of its material topics. For example, in waste processing, GGF applies the principle of the "Circular Economy Model and Zero Waste Processing". For every initiative taken related to waste, there is a description of the benefits and objectives as well as its role in improving the economy. In addition, GGF also showcases various initiatives and programs that have a positive impact on local communities. GGF have measure their other indirect GHG emissions (scope 3) in form of managing the impacts. Therefore, Decar Verite Asia confirmed that GGF has applied the principle of impact.

### Adherence to GRI Standards 2021

Based on the assurance result, Decar Verite Asia can confirm that all claims made and information reported by GGF are in line with the requirement of the GRI Standards; including with claims that this report has been prepared in accordance with the GRI Standards. For the next reporting period, Decar Verite Asia suggests GGF to disclose the intensity ratio for other indirect (scope 3) GHG emissions separately from the intensity ratios for direct (scope 1) and energy indirect (scope 2) emissions.



#### Conclusions

Based on the methodology and activities performed within the scope of this assessment, nothing has come to our attention that is materially misstated. Specified disclosures have been found to be accurate based on our assurance procedures which are in line with AA1000AS V3 (2020) and Accountability's Principles (2018). This conclusion reduces the risk of error but does not reduce the risk to zero.

Bogor, 5<sup>th</sup> September 2023  
Signed on behalf of Decar Verite Asia

A handwritten signature in black ink, appearing to read 'Corey Perniada'.

**Corey Perniada**  
Managing Director  
Decar Verite Asia



**AA1000**  
Licensed Report  
000-667/V3-77SH0





## FEEDBACK FORM

Thank you for taking the time to read the 2022 Sustainability Report of Great Giant Foods (GGF). To improve the quality of our reporting and increase transparency of our sustainability performance, we kindly request that you fill in the Feedback Form below and send it back to us. Your feedback will be valuable in helping us to better prepare our Sustainability Report for next year. Thank you again for your time and assistance.

### Reader's Profile

Full Name:

Institution/ Company:

Email:

Category:

- |                                     |  |
|-------------------------------------|--|
| <input type="checkbox"/> Government | <input type="checkbox"/> Media                   |
| <input type="checkbox"/> NGO        | <input type="checkbox"/> General Public          |
| <input type="checkbox"/> Industry   | <input type="checkbox"/> Others (please specify) |
| <input type="checkbox"/> Academic   | -----  |

1. This Sustainability Report provides valuable insights into GGF's economic, environmental, social, and governance performance.

☐ Agree ☐ Somewhat Agree ☐ Disagree

2. The data and information disclosed in this report are structured, systematic, and easily understandable.

☐ Agree ☐ Somewhat Agree ☐ Disagree

3. The data and information disclosed in this report are complete, transparent, and unbiased.

☐ Agree ☐ Somewhat Agree ☐ Disagree

4. The design, font type, size, color scheme, layout, and images in this report are attractive and easy to read.

☐ Agree ☐ Somewhat Agree ☐ Disagree

5. What are the information(s) in this report that you consider most useful?

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6. What are the information(s) in this report that can be improved?

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7. What information in this report do you think should be included in future reports?

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Thank you for taking the time to provide your feedback for this Report. We value your input and encourage you to send your completed feedback form to:

### Great Giant Foods Main Office Indonesia

Sequis Tower Level 39-40

Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,

Jakarta 12190, Indonesia

P. +62 21 5099 1888

F. +62 21 2708 2828 or +62 62 2708 3939

E. [contact@gg-foods.co](mailto:contact@gg-foods.co)

[www.greatgiantfoods.com](http://www.greatgiantfoods.com)



# 2021-2022 SUSTAINABILITY REPORT

## GREAT GIANT FOODS MAIN OFFICE INDONESIA

Sequis Tower Level 39-40  
Jl. Jendral Sudirman Kav. 71 SCBD Lot 11B,  
Jakarta 12190, Indonesia  
P. +62 21 5099 1888  
F. +62 21 2708 2828 or +62 62 2708 3939  
E. [contact@gg-foods.co](mailto:contact@gg-foods.co)  
[www.greatgiantfoods.com](http://www.greatgiantfoods.com)

