PT Great Giant Pineapple

Sustainability Report 2023-2024

Driving Sustainability, Advancing with Technology

Disclaimer

Our Sustainability Report presents key data and information regarding the operations and performance of PT Great Giant Pineapple throughout 2023-2024. References to "GGP," "the Company," or "we" refer to PT Great Giant Pineapple.

In general, the content of this report is based on internal analysis as well as reliable documents and sources. However, this Sustainability Report contains forward-looking statements that are based on certain assumptions about the Company's current situation and the future development of the business environment. It is important to note that the Company cannot guarantee that the projections presented will lead to the expected future outcomes. Therefore, we advise readers to interpret them with caution.

All numerical data presented in tables, charts, and throughout the text follow the conventions of the Indonesian language. We hope that this clear and consistent presentation helps readers better understand the information provided.

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About Our Theme

Driving Sustainability, Advancing with Technology

As part of our mission to help support global food security, GGP provides high-quality agricultural products and stands as a leader in the agribusiness and food processing industry, all founded on a strong commitment to sustainability.

We acknowledge the importance of preserving this sustainability through innovative agricultural practices. Since the 1980s, we have leveraged modern technology to develop sustainable farming methods and implement a zero-waste production system. Waste from pineapple processing is repurposed, thus not only reducing environmental impact but also helping to lower production costs.

GGP also continually innovates through precision farming, data analysis, and automation, making agricultural practices more efficient, environmentally friendly, and economically viable. While continuing to innovate, we do not entirely abandon traditional methods; instead, we blend technology with tradition to drive long-term sustainable positive change.

We believe that agriculture is more than just a business, it is a key solution for creating a better, fairer, and more sustainable future for all. By optimizing technology, employing a circular approach, strengthening adaptive governance, and closely collaborating with communities, we aim to go further in protecting the stability, quality, and sustainability of our production, so we can continue making a meaningful contribution to our nation and the world.

Sustainability Highlights

Business Performance

Net Revenue

20.49%
in 2024 compared to 2023

11.54%
in 2023 compared to 2022

Increase in assets

in 2024 compared to 2023

Economic Value Distributed

Employee Benefits

16.3%
in 2024 compared to 2023

4.1%
in 2023 compared to 2022

Increase in tax payments

in 2024 compared to 2023

Operational Performance

Fresh Fruit Production

38.5%
in 2024 compared to 2023

0.7%
in 2023 compared to 2022

Processed Pineapple Production

3.6%
in 2024 compared to 2023

14.6%
in 2023 compared to 2022

Supply Chain Performance

Supplier Composition (Local Suppliers from Indonesia)

83%
in 2024

84%
in 2023

Transaction Value from Local Suppliers

58%
in 2024

64%
in 2023

100%

of GGP's new suppliers in 2023–2024 underwent a screening process by signing an Integrity Pact and completing the Supplier Qualification Form

Partnership with

>1,200
local fruit farmers

25.9%
in 2024 compared to 2022

Customer satisfaction index reached

84.1%
in 2024

4.06%
higher than the target (80%)

Processed Pineapple Supplier Facilities certified under the Global Food Safety Initiative (GFSI)

70%
in 2024

66%
in 2023

4%
compared to 2023

Human Resources Performance

Human Resource Management

Total Employee Training Hours

101,404.10
in 2024

48,107.50
in 2023

111%
in 2024 compared to 2023

Total Employee Training Participants

29,680
in 2024

12,883
in 2023

130%
in 2024 compared to 2023

100%
of employees received performance evaluations in 2023–2024

New Hires

1,212
in 2024

621
in 2023

95.17%
in 2024 compared to 2023

562
local workers hired in 2024

9.2%
in 2024 compared to 2023

Occupational Health and Safety

0
fatalities

12%
Total Recordable Incident Rate (TRIR) in 2024 compared to 2023

56
occupational health and safety (OHS) training sessions held for employees in 2024

2,980
employees participated in OHS training in 2024

Community Development Performance

Program Beneficiaries (2023–2024)

10
employees received employee-to-employee assistance

1,286
farmers participated in the farmer empowerment program

2,050
young children (ages 5–6) received nutritious meals

180
heads of families received support through the Home Food Garden Program

355
pregnant and breastfeeding mothers joined the healthy eating education program

153
university students participated in internships under the Internship Program

150
individuals from **22 MSME groups** supported under the MSME empowerment program

20
universities in Indonesia engaged in collaboration programs

Types of Support (2023–2024)

14,000
canned pineapples

56,097
milk packages

5,500
milk packages

360
tons of nutrient-rich fruits

24
water reservoirs

72
kilometers of roads

156
kilometers of drainage and irrigation systems

Environmental Performance

Energy Efficiency

21,170.17 GJ
in **2024**

123,078.71 GJ
in **2023**

Total Net Emissions

463,913 tCO_2e
in **2024**

429,788 tCO_2e
in **2023**

Lowest product emission intensity recorded at

1.13 $kgCO_2e/kg$
net weight of processed pineapple products in size 3 plastic pouch packaging

48%
reduction in **food loss** and **food waste** ending up in landfill

4%
reduction in water index per pineapple production cycle in 2024 compared to 2023

Message from President Director PT Great Giant Pineapple (GGP)

GGP continues to move forward with a strong belief that agriculture is more than just a production activity. It plays a vital role in creating a more sustainable, inclusive, and resilient future.

Tommy Wattimena
President Director, PT Great Giant Pineapple

Dear Stakeholders,

The year 2024 marked a strategic turning point in the journey of PT Great Giant Pineapple (GGP). Amid increasingly complex global challenges— from the climate crisis and economic uncertainty to shifts in supply chains— GGP continues to move forward with a strong belief that agriculture is more than just a production activity. It plays a vital role in creating a more sustainable, inclusive, and resilient future.

With a legacy spanning over four decades, sustainability goes beyond short-term goals. It is an ongoing journey to create shared value. This principle forms the foundation of our sustainability strategy, a clear framework that guides GGP's transformation into a socially and environmentally responsible agribusiness. Our commitment is further reinforced through the GREAT Pledge, which reflects the Company's determination to build a competitive business while making a positive impact on both society and the planet.

Commitment to Food Safety and Product Integrity

In the food industry, consumer trust is built on product safety and quality. Accordingly, GGP continues to uphold our quality and food safety management systems, which are certified to global standards such as ISO 22000:2018, FSMA, BRCGS, and IFS Food Standard. These certifications reflect our commitment to maintaining high standards throughout every stage of production, from the plantation to the hands of consumers.

We maintain a robust Food Safety System to identify and mitigate contamination risks at every stage. We also conduct regular external audits, supported by a digital traceability system that span from upstream to downstream operations. These steps guarantee product quality and strengthen consumer confidence.

Transforming Human Capital and Performance Culture

GGP believes that our people are our most valuable asset. Through the People Capability Development program, we continue to strengthen both technical skills and leadership capabilities at every level of the organization. To improve operational effectiveness and the employee experience, we have adopted a digital HR management system.

We have also introduced a gamification approach into our work culture, not only to drive target achievement, but also to foster an environment that encourages active participation, innovation, and cross-functional collaboration. This approach strengthens the spirit of mutual cooperation in addressing business and sustainability challenges.

Building Climate Resilience

The impact of this year's El Niño phenomenon has underscored the urgency of adapting agricultural practices to extreme climate conditions. To address this, GGP has expanded water storage infrastructure, modernized irrigation systems, and deployed digital technology for real-time soil moisture monitoring. We also conduct regular risk assessments based on the principles of the Task Force on Climate-related Financial Disclosures (TCFD), ensuring our mitigation strategies are data-driven and relevant to both local and global climate challenges.

An Inclusive Supply Chain

At GGP, we believe that an inclusive and responsible supply chain not only enhances product quality but also creates positive impacts for all stakeholders. We foster an inclusive value chain ecosystem through partnerships with >1,200 fruit farmers across five provinces in Indonesia, while also ensuring that 83% of our total suppliers in 2024 are sourced locally. To uphold integrity and quality standards, we require 100% of new suppliers to sign an Integrity Pact and undergo environmental and social assessments. Through a comprehensive approach, from farm to table, we carry out every process with integrity, transparency, and a deep commitment to the environment and local communities.

Transparent and Integrity-Driven Governance

We understand that true sustainability requires strong governance. At GGP, we are guided by the core principles of Good Corporate Governance (GCG): transparency, accountability, independence, and fairness. These values serve as the foundation for our decision-making processes. We continue to refine our sustainability policies and sustainability performance reporting as part of a broader strategy across business units. Our recognition as one of Indonesia's Best Managed Companies 2023 by Deloitte motivates us to uphold high standards in innovation, risk management, and environmental and social impact.

Moving Forward

As we look to the future, GGP is committed to becoming a pioneer in developing smarter, more resilient, and fairer agriculture. By leveraging technology, improving supply chain efficiency, and stronger cross-sector partnerships, together, we are ready to address the global challenges of food security, climate change, and social well-being.

We believe that sustainability is not just a destination but a mindset reflecting in how we think, act, and grow. With this belief, we invite all stakeholders, from business partners to global consumers, to join us in building a better future for the next generations.

Thank you for the trust and collaboration you have given us so far. Together, we can plant the seeds of hope, cultivate meaningful impact, and deliver long-term value for people, planet, and prosperity.

Warm regards,
Tommy Wattimena,
President Director, PT Great Giant Pineapple

About
PT Great Giant Pineapple

Who We Are

PT Great Giant Pineapple (GGP) is an integrated tropical horticulture company specializing in the cultivation and processing of high-value fruit products, including fresh pineapples, processed pineapple goods, and juice concentrate. GGP operates approximately 33,500 hectares of plantation land across multiple regions in Indonesia, with its largest site located in Terbanggi Besar, Central Lampung. Approximately 19,000 hectares of this area are cultivated with the Smooth Cayenne pineapple variety.[SASB FB-1G-000-A][SASB FB-1G-000-C]

GGP is one of the key business entities under Great Giant Foods (GGF). Established in 1979, the company began as part of PT Umas Jaya Farm and entered the export market in 1985. Today, GGP is recognized as the world's largest fully integrated canned pineapple producer.

GGP is part of GGF, an integrated umbrella brand that oversees several agribusiness units, including PT Sewu Segar Nusantara (SSN) and PT Great Giant Livestock (GGL). As the largest entity within the group, GGP contributes approximately 40% of GGF's consolidated revenue. Its products are exported to over 60 countries across five continents, with key markets in the Americas and Europe.

GGP operates the world's largest integrated pineapple production facility, combining plantations, processing operations, and packaging infrastructure within a single site. This integrated system enables freshly harvested pineapples to be processed immediately, helping to preserve their nutritional value and freshness. GGP products range includes fresh pineapples, processed pineapple products, and juice concentrate. Beyond pineapples, GGP also manages tropical fruit plantations producing bananas and guavas.

All information and data presented in this report refer exclusively to the operations and entities that are fully owned and managed by PT Great Giant Pineapple. This report covers only the internal activities of GGP, excludes any data or contributions from third parties or affiliated companies.

Company Name [GRI 2-1]
PT Great Giant Pineapple (GGP)

Established
May 14, 1979

Country of Operation
Indonesia

Market Served
Indonesia and Worldwide

Ownership and Legal Form[GRI 2-1]
Legal Status:
Private Held Limited Liability Company

Our Business Areas:
We focus on fruit farming, food and beverage processing, and fruit canning.

Our Main Activities:
- Growing tropical fruits: pineapples, bananas, and guavas
- Producing food and drinks made from pineapples and bananas
- Producing packaging for processed pineapples (cans and plastics)

Address and Contact Information
Head Office:
Sequis Tower Level 39-40 Jl. Jendral Sudirman Kav. 71
SCBD Lot 11B, South Jakarta 12190, Indonesia
T. +62 21 5099 1888
F. +62 21 5706443 5208332
E. corpcomm.ggf@gg-foods.com
https://www.greatgiantfoods.com/id/

Operational Office:
Terbanggi Besar Km 77, Terbanggi Besar Central Lampung Regency 34163 Indonesia
T. +62 725 7573 0001
F. +62 725 7573 0008
https://www.greatgiantpineapple.com

Business Scale

Fruit Production 2024

Processed pineapple production

3.6% from **2023.**

Guava production

1.4% from **2023.**

Banana production

37.5% from **2023.**

Fresh pineapple production surged by

50% from **2023.**

Fruit Sales in 2024

Fresh pineapple sales

50%

from **2023.**

Fresh banana sales

37.5%

from **2023.**

Fresh guava sales

1.4%

from **2023.**

Overall fresh fruit sales showed a strong increase from last year

Plantation Area

33,500 hectares

Processed Pineapple Exports

14,288 FCL*

Export Destination Countries

60+ Countries

Ranking 1

Largest Integrated Processed Pineapple Facility

Overseas Representative Offices

Amerika Serikat

Jepang

Singapura

Cina

**Full Container Load*

Certification

ISO 9001:2015

Quality Management System: Cessed Pineapple Manufacturing

SGS

14 April 2025 – 29 October 2027

Quality Management System: Processed Pineapple Plantation and Harvesting

Libero Assurance

18 December 2024 – 17 December 2026

Quality Management System: *Fresh Pineapple Plantation* and Packing House

Libero Assurance

18 December 2024 – 1 December 2027

Quality Management System: Fresh Pineapple Plantation and Packing House

SGS

5 October 2023 - 14 September 2026

Quality Management System: Organic Compost Manufacturing

SGS

29 June 2025 – 29 June 2028

ISO 14001:2015

Environmental Management System: Processed Pineapple Manufacturing

SGS

11 July 2024 – 11 July 2027

ISO 50001:2018

Energy Management System: Processed Pineapple Manufacturing

TÜV SÜD Management Service GmbH

21 March 2023 – 20 March 2026

ISO 22000:2018

Food Safety Management System: Processed Pineapple Manufacturing

SGS

15 April 2025 – 30 January 2028

ISO 45001:2018

Occupational Health and Safety Management System: Processed Pineapple Manufacturing

SGS

5 May 2024 – 4 May 2027

IFS Food Standard Version 8

Processed Pineapple Manufacturing

TÜV SÜD Management Service GmbH

17 September 2024 - 15 November 2025

Module 13 Meeting FSMA Requirements for Food

Processed Pineapple Manufacturing

SGS

4 March 2025 - 10 April 2026

Global Standard Food Safety (BRCGS Food Safety Issue 9)

Processed Pineapple Manufacturing

SGS

4 March 2025 - 10 April 2026

Rainforest Alliance Certificate

Plantation and Processed Pineapple Products

Control Union Certifications B.V.

29 July 2024 – 6 February 2027

Kosher Certification – Orthodox Union

Processed Pineapple Products

Orthodox Union (OU)

26 September 2024 - 31 October 2025

GLOBAL G.A.P. Certification

Fresh Fruit Products (Pineapple, Banana, and Guava)

Control Union Certifications B.V.

25 December 2024 – 21 December 2025

Sertifikat Halal

Processed Fruit Products (Pineapple and Guava)

Halal Product Assurance Organizing Agency, Ministry of Religious Affairs of Indonesia

16 June 2022 – 16 June 2026

PROPER BIRU – Program Penilaian Kinerja Lingkungan

Company Performance in Environmental Management

Ministry of Environment and Forestry of Indonesia

2023 – 2024 Period

SMK3 – Sertifikat Penghargaan K3 Nasional

Occupational Health and Safety (OHS)

Ministry of Manpower of Indonesia

6 August 2024 – 6 August 2027

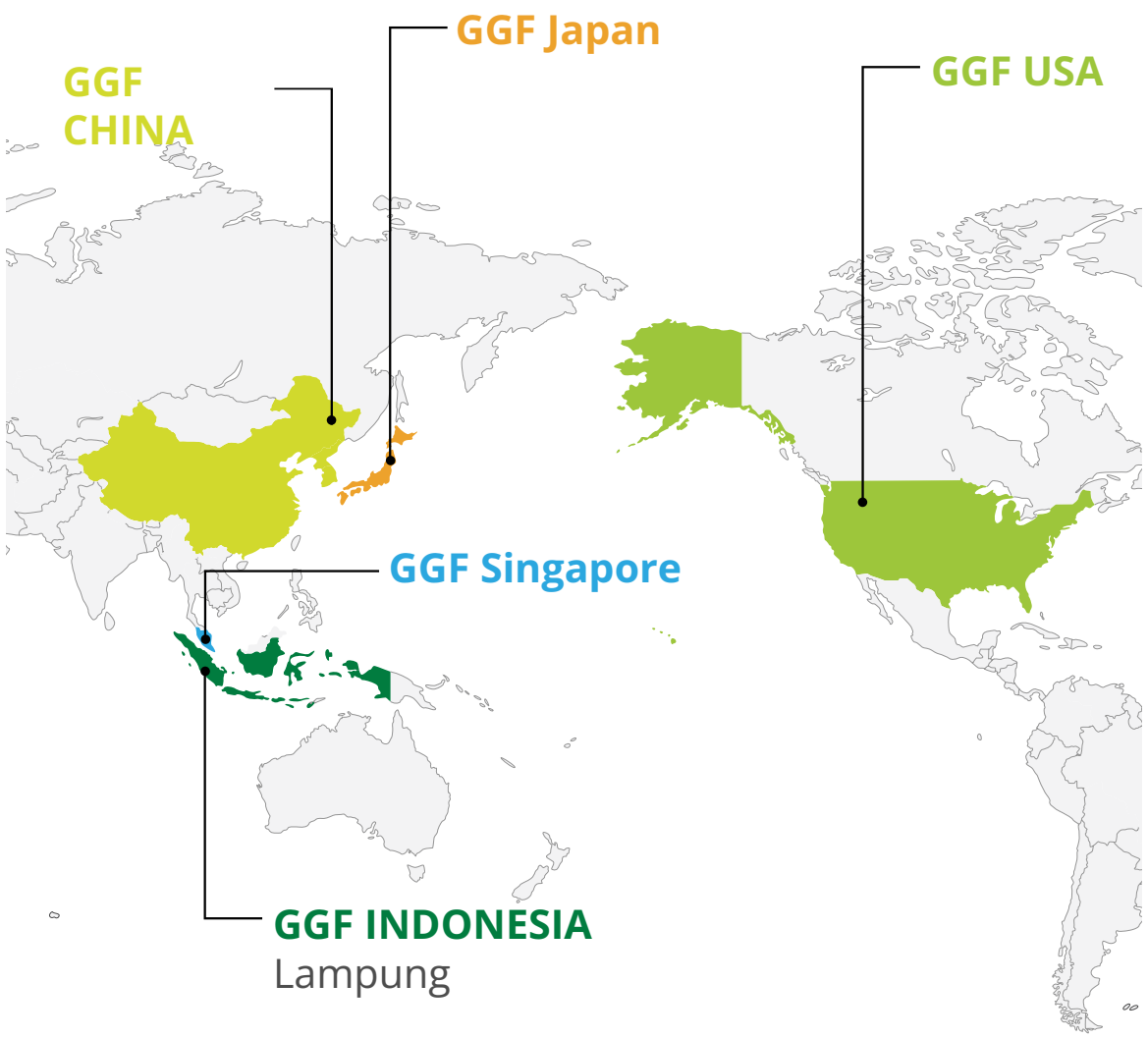
SA 8000:2014 – Social Accountability

Processed Pineapple Manufacturing

Bureau Veritas Certification Holding SAS

23 December 2023 – 22 December 2026

Operational Areas



4
Global Representative Offices

Processed Pineapple Export over
14.288 FCL
in 2024

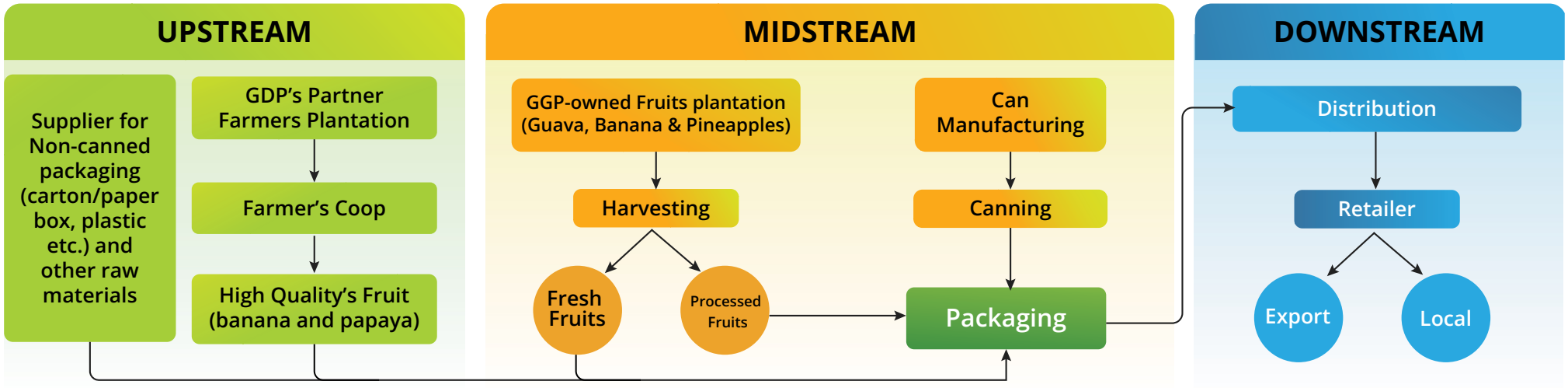
Exported processed pineapple to more than
60 Countries

Most of our agricultural and food products are grown on fertile land in Lampung Province. To support efficient distribution, GGP, under the umbrella of GGF, has affiliates, partners, and representative offices in more than 60 countries across Asia, Europe, and the United States. This global operational network enables the efficient delivery of food products and plantation commodities to customers around the world.

For more information on our global offices, visit: **https://www.greatgiantfoods.com/global-presence/**

Company Value Chain

GGP Business Chain [GRI 2-6]



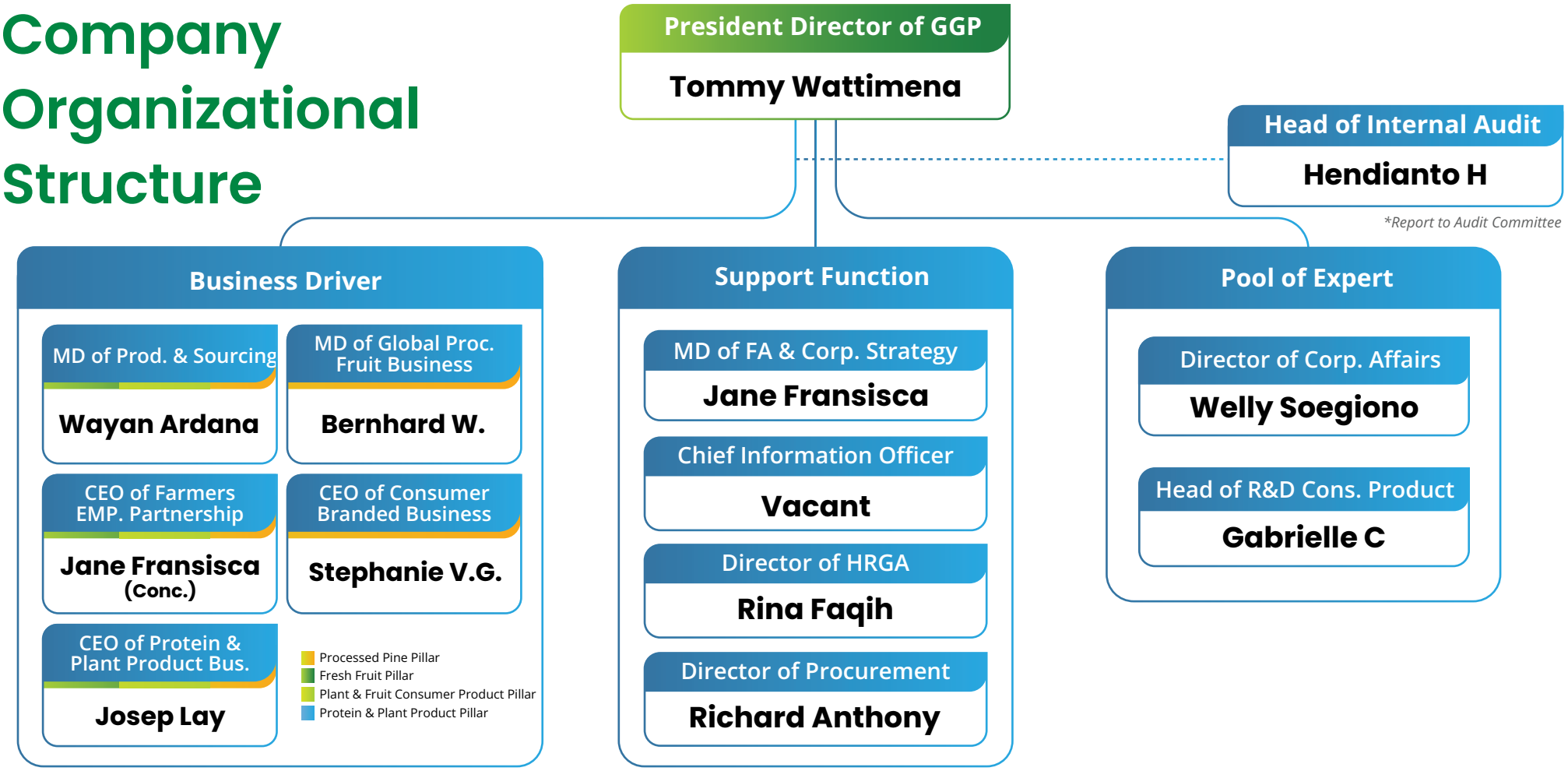
Through the Great Lives sustainability pillar, GGP has developed an inclusive and responsible value chain, placing strong emphasis on environmental and social sustainability across its supply network. Food safety and product quality are rigorously safeguarded at every stage, from raw material sourcing to delivering products to consumers.

During the reporting period, there were no significant changes to the Company's business activities or supply chain. All operational processes are documented through an information system that supports precise and efficient traceability. With transparent and consistent quality control and food safety measures, GGP ensures that its products reach consumers in optimal condition, fresh, flavorful, and of high quality, while also upholding equal opportunities and fair treatment for all partners within its supply chain ecosystem.

Brands, Products, and Services [GRI 2-6]

1. GGP offers fresh pineapples, bananas, and guavas. In the domestic market, these products are sold under the Sunpride® brand, while exports to Japan are marketed under the Oriji® brand.
2. Processed pineapple products include canned pineappples under the Sunpride brand, pineapple jam jam, pineapple cuts in cups and pouches, pineapple juice concentrate, and canned fruit cocktails.
3. A significant portion of GGP's products is distributed through Original Equipment Manufacturer (OEM) and private label schemes, produced and packaged according to customers' branding requirements.

Company Organizational Structure



GGP follows a two-tier system with a clear separation between the Board of Directors (management) and the Board of Commissioners (oversight). This structure helps maintain a balance of power and strengthens the company's operations. The Chairman of the Board of Commissioners is a non-executive member and does not take part in daily operations. However, the Chairman is not considered as an independent party under current corporate governance standards.

During the reporting period, GGP did not have any non-executive or independent directors.

Based on gender,
36% of the board of directors are **women.**

GGP Business Performance

The El Niño and La Niña phenomenon in Indonesia from 2023 to 2024 had a major impact on agriculture. This sector depends heavily on weather patterns and water availability. El Niño in late 2023 reduced rainfall in tropical areas, causing widespread drought, leading to lower crop yields. By early 2024, the weather conditions shifted to La Niña, causing heavy rain, floods in farming areas, and disruptions to planting and harvest cycles. This raised the risk of crop failure.

To manage this unpredictable weather, effective water management has become key to maintaining stable agricultural production. Ongoing extreme weather shows how water supply disruptions can significantly affect crop yields and operational efficiency.

In August 2023, GGP established an Emergency Response Team (ERT) to develop strategic action plans and identify key elements in water management. The team also works to improve company operations by using Internet of Things (IoT) technology to monitor and manage water, maintaining irrigation systems, and building employee skills in water efficiency.

GGP also regularly reviews its advocacy efforts and industry association involvement to stay aligned with the Paris Agreement goals, including the target to limit global warming to 1.5°C. GGP is committed to avoiding any lobbying that goes against energy transition or emission reduction policies.

We launched a series of initiatives to manage risks from extreme weather while building resilient and high-quality farming practices. Climate change impacts—such as El Niño—affect both our on-the-ground operations and the company's external environment.

Amid the company's achievements and adaptive efforts, global dynamics—such as the prolonged conflict in Ukraine—have posed significant challenges. The instability in the region has affected global market conditions and disrupted international distribution channels, necessitating business adjustments in several locations.

In addition to climate impacts, a notable global economic slowdown—driven by geopolitical uncertainties, currency fluctuations, and changes in commodity prices—has also influenced GGP's overall business performance. [GRI 201-1] [GRI 13.22.2]

In 2024, GGP recorded a strong financial recovery, with net profit rising by 43.02% compared to the previous year. This strong growth reflects the company's success in adapting to market dynamics and external challenges. Higher net sales and increased total assets also contributed to the positive results.

The economic value generated was fully realized. The largest share was allocated to employee salaries and benefits, which increased during the year, followed by higher tax payments. Dividend distribution remained stable, while most of the economic value was retained and reinvested to strengthen long-term business growth and support sustainable initiatives.

Throughout the reporting period, GGP did not receive any financial assistance from the government. Therefore, the government holds no voting rights as a shareholder. As a private company, GGP provides financial information only to relevant stakeholders in accordance with internal policy. [GRI 201-1] [GRI 13.22.2]

Association Membership[GRI 2-28]

Association Name	Organization Scale	Membership Status
Indonesia Business Council for Sustainable Development (IBCSD)	International	Member and Executive Committee
Corporate Forum for Community Development (CFCD)	National	Member
Partnership for Indonesia Sustainable Agriculture (PIS Agro)	National	Member
Indonesian Chamber of Commerce and Industry (KADIN)	National	Member
All-Indonesia Workers Union (SPSI)	National	Member
Lampung CSR Forum	Regional	Member
Indonesian Employers Association (APINDO)	Regional	Member

Vision and Mission

Vision

Nourishing People's Lives with Quality Foods Produced in Sustainable and Innovative Way.

To achieve this vision, GGP focuses on the following approaches:

Nutritious and High-Quality

We grow and produce food that not only offers excellent taste and guaranteed quality but is also rich in nutrients for consumer well-being.

Building a Better Future

We uphold a strict supply chain that meets the highest standards to support livelihoods and uplift communities around our operations.

Strength Through Synergy

GGP works hand in hand with local farmers and other stakeholders to create quality products for customers around the world.

Mission

Supporting Global Food Security with Indonesian Products

The majority of our agricultural and food production originates from approximately 33,500 hectares of land in Lampung and East Java. GGP operates diverse business units that produce packaged foods, fresh fruit, protein and dairy products, cold-pressed juices, and nutritious smoothies.

Company Values and Culture

GGP's operations are built on principles, beliefs, and norms rooted in the founders' mentality. These are reflected in our core GREAT Value:

G — Governance

To exemplify the highest standard of integrity, ethics, and code of conduct in all of our activities.

R — Reliability

To be a trusted and reliable business partner

E — Excellence

To continuously improve and exceed expectations in all of our activities.

A — Agile

To be fast, adaptive to changes, and responsive to challenges.

T — Teamwork

To collaborate with compassion in pursuit of the common goals.

Awards - 2023

2023

Indonesia TOP CSR Award Star 5

Top Business

2023

Top Leader on CSR Commitment : Tommy Wattimena

Top Business

2023

Gold award – CSR Outlook Award : Creating Share Value (CSV) program category

IBCSD

2023

3rd Place Social/CSR PR General Theme

PR Excellence Award

2023

First Place (Top Winner) – Indonesia's SDGs Action Awards 2023 - Indonesia's SDGs (Sustainable Development Goals) Action Awards (SAC) 2023

BAPPENAS

2023

Gold Rank - Asia Sustainability Reporting Rating (ASRRAT) 2023

National Center for Corporate Reporting (NCCR)

2023

Silver Winner - Kategori Owned Media Sub Kategori Company Profile

PR Indonesia Award

2023

Gold Winner Kategori Program CSR Sub Kategori Sustainability Business

PR Indonesia Award

2023

Indonesia's Best Managed Companies 2023

Deloitte

2023

HR Leader of the Year

HR Excellence Awards 2023

2023

Young HR Talent of the Year

HR Excellence Awards 2023

2023

Indonesia Best Business Transformation 2023, Transform to Win the Exciting Future: The Secret Formula of Successful Business Transformation – Excellent

SWA Magazine & SWA Network

Awards - 2023

2023

Gold – Excellence Learning and Development

HR Excellence Awards 2023

2023

Excellent - Learning and Development & Knowledge Management Category

SWA Magazine Awards 2023

2023

- Top GRC Awards 2023 # Star 4
- The Most Committed GRC Leader 2023 Tommy Wattemena Widjaja- President Director

GRC Awards

Awards - 2024

2024

Gold Winner – Annual Report Category, Sustainability Report Subcategory Indonesia's SDGs Action Awards (SAC) 2023

Public Relation Indonesia

2024

Silver Winner – PR Program Category, Marketing PR Program Subcategory Great Giant Foods Exhibition (Food & Hotel Indonesia 2023), Indonesia SDGs Action Awards (SAC) 2023

Public Relations Indonesia

2024

Best Innovation in Circular Economy Implementation

SWA Indonesia Green and Sustainable Company 2024

2024

Top CSR Award 2024 #STAR 5

TOP CSR Award 2024

2024

PT Great Giant Pineapple (GGP) for these achievement at Indonesia Green & Sustainable Companies 2024 for category "Best Company in Implementing ESG and Circular Economy"

SWA Magazine

2024

Best Innovation in ESG Implementation - Manufacturing

SWA Indonesia Green and Sustainable Company 2024

2024

Top CSR Award 2024 #Golden Trophy

TOP CSR Award 2024

2024

Best Practice in Circular Economy Project PT Great Giant Pineapple

Indonesia Corporate Sustainability Award 2024

2024

Gold Winner – Owned Media Category, Video Profile Subcategory Indonesia's SDGs Action Awards (SAC) 2023

Public Relations Indonesia

2024

Top Leader on CSR Commitment 2024 (Tommy Wattimena)

TOP CSR Award 2024

2024

Best Press Gathering Program 2024 – Food and Hotel Indonesia 2023

Media Relations Awards (MRA) 2024

2024

Indonesia Best Living Legend Companies & Brands

Justify Center

SWA Magazine

Awards – 2024

2024

CEO of the Year – Tommy Wattimena

Indonesia Business Leaders of the year

2024

1. #1 in Most Innovative HR Program
2. #1 in Employee Engagement for Large Size Company
3. #2 Best of The Best Most Innovative Digital-Driven Engagement Program
4. # Top 5, di 2 Award terkait HR initiative

GML Stellar Workplace Award 2024

2024

High Performing Human Capital Director

Top Human Capital Award 2024

2024

5 Stars Top Human Capital Awards

Top Human Capital Award 2024

2024

Jane Fransiska – Indonesia's Most Powerful Women 2024 in Implementing Sustainable Agriculture through Local Farmer Empowerment

Indonesia Most Powerful Women Award 2024

2024

1st Place Winner in the Corporate PR category

2024 Perhumas PR Excellence Awards

Great Strategy, Impactful Sustainability

Adaptive Transformation for Sustainability

The years 2023 and 2024 have posed significant challenges for the agricultural sector, including GGP, as El Niño brought extreme heat and drought, testing the resilience of farmlands. The heatwaves led to a further decline in water availability. In response, we expanded our reservoirs, improved wetland coverage, and implemented more efficient irrigation methods. These initiatives are integral to our transition toward precision and regenerative agriculture, which began in 2020.

The El Niño phenomenon also reflects the increasingly complex, challenging, and unpredictable nature of climate change. Amid extreme weather conditions across various regions in Indonesia, we have embraced technology as a key tool for mitigation. Real-time soil moisture monitoring and GIS-based land mapping have empowered our farmers to manage their land more efficiently and responsively. GGP's main operational area in Lampung Province was not significantly affected by the phenomenon. This situation presents a strategic opportunity for the company to maintain, and even enhance, productivity levels amid global climate pressures.

Climate change not only challenges GGP's operations but also directly affects our contribution to the Sustainable Development Goals (SDGs). Climate issues have become an integral part of the global sustainability agenda. While not all SDG targets have been fully met, attention to environmental impact and climate adaptation remains a top priority in sustainability policies and strategies.

At the same time, awareness of Environmental, Social, and Governance (ESG) principles continues to grow, particularly among global markets. There is increasing demand for more sustainable agricultural practices, including carbon emission reductions, waste management, and supply chain transparency. Over the past two years, ESG-related inquiries and expectations have tripled, indicating that sustainability is now a baseline requirement, not a competitive advantage.

Indonesia's agricultural sector stands at a pivotal by climate realities, evolving global expectations, and rapid technological advancement. For GGP, this moment represents an opportunity to continue innovating and adapting while strengthening competitiveness in the global market. With technology driving efficiency and ESG guiding sustainability, the path toward a smart, resilient, and responsible future in agriculture is becoming increasingly clear.

Aligning Sustainability Strategy with the Global Development Agenda

As part of its commitment to achieving the Sustainable Development Goals (SDGs), GGP adopts the SDG Compass approach as a reference in formulating strategic direction, setting priorities, and progressively aligning its sustainability programs and targets with SDG indicators.

This approach enables GGP to identify SDGs relevant to its operations, prioritize them based on material issues through a materiality assessment process, and integrate its contributions to the SDGs into sustainability strategy and reporting.

GGP's contributions to the SDGs are presented in an integrated manner throughout this report, using infographics and tables that help readers understand their connection to the company's commitments, programs, targets, and impacts. A detailed overview of contributions to each goal is available on page 161.

Integrated Approach to Sustainability Management[GRI 2-22]

Sustainability is an integral part of the Company's business strategy and serves as a key driver in creating long-term value for both the Company and its stakeholders. To achieve this, we adopt a systematic and targeted approach. Our sustainability commitments are embedded into the Company's operational procedures and internal policies. In addition, we continuously review and develop relevant policies in response to global trends to ensure the Company's sustainable continuity.[GRI 2-23][GRI 2-24]

Core Principles of Sustainable Business

Strategy

- Corporate Policies
- Standard Operating Procedure
- Sustainability Pillars
- Key Performance Indicators
- Sustainability-Related Risk Assessment
- Impact Assessment

Monitoring and Evaluation

- Weekly and Monthly Meetings
- Project Meetings
- Monthly Reports
- Meetings with President Director and Managing Director of Operations

Action

- Sustainability Governance
- Sustainability initiatives
- Capacity Building
- Stakeholders Engagement
- Certification
- Developing local Superior Fruit Varieties

Disclosure

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

Our sustainability approach is founded on three core pillars, known as **the GREAT Pillars: Great Lives, Great People,** and **Great World.** Through these foundational pillars, we continue to strengthen our position as a pioneer in the global sustainable food industry, guided by a long-term vision to responsibly lead the global market.

At the core of this strategy is a commitment to create a lasting positive impact on consumers, communities, and the environment. **Great Lives** reflects our dedication to improving the quality of life by producing healthy, fresh, and nutritious local fruits. Additionally, we place high priority on investing in human resource development. Through the **Great People** pillar, we empower local communities and employees to foster a resilient and prosperous workforce. To ensure environmental sustainability, the **Great World** pillar focuses on enhancing production efficiency, reducing carbon emissions, and implementing integrated waste management. We believe that sustainable business growth must be aligned with environmental responsibility and the well-being of future generations.

The GREAT PLEDGE is GGP's strategic commitment to advancing its environmental, social, and governance (ESG) performance through four key focus areas: **Climate Resilience, Regenerative Agriculture, Circular Economy,** and **Sustainably Grow with Community.** These commitments are translated into measurable strategic objectives, such as reducing greenhouse gas emissions, adopting regenerative agricultural practices, empowering smallholder farmers, and digitizing supply chain traceability. These initiatives are embedded in our flagship programs outlined in the company's latest Sustainability Blueprint, which serves as a roadmap for sustainable development.

To effectively deliver on these commitments, we apply sustainability principles tailored to the dynamics and challenges of 2023–2024. These include fostering circular economy models, promoting regenerative farming, building fair and inclusive value chains, and strengthening data-driven and transparent governance practices. The Sustainability Blueprint provides a unified framework across all departments to align with the **GREAT PLEDGE**, ensuring sustainability is embedded across GGP's entire business operation.

Detailed outcomes and performance indicators for each **GREAT PLEDGE** focus area are further elaborated in the **Environment chapter** of this report.

	CLIMATE RESILIENCE	REGENERATIVE AGRICULTURE	CIRCULAR ECONOMY	SUSTAINABLY GROW WITH COMMUNITY
OUR COMMITMENT	We aim to minimize environmental impact and actively protect the health of our planet.	We work to preserve natural resources and promote eco-friendly farming to build a stronger, more resilient environment.	We pursue to create competitive advantages through environmentally responsible practices.	We are committed to improving community well-being while growing our business.
OUR TARGET	• Achieve a 42% reduction in carbon emissions from Scope 1 and Scope 2, and 25% from Scope 3 by 2030. • Reach net-zero emissions for Scope 1 and Scope 2 operations by 2050.	• Implement 100% environmentally friendly practices across all agricultural activities. • Achieve ≥ 1.5% C-organic content in plantation soil by 2030. • Limit water usage to 98 liters per kilogram of processed pineapple by 2030.	• Become an industry leader in circular economy practices. • Ensure zero food waste is sent to landfill by 2030. • Generate IDR 72.1 billion in value from waste management by 2030.	• Establish 6,000 total partners through community partnerships by 2030. • Achieve zero human-elephant conflict by 2027.
FLAGSHIP INITIATIVES	• Renewable Energy Investment • Energy Management System	• Premium Organic Fertilizer • Water Conservation • Conservation Areas and Biological Control • Precision Agriculture	• Utilization of Biomass Waste • Reduction of Waste and Food Loss • Plastic Circularity	• Creating Shared Value (CSV) • GREAT Indonesia • Elephant Conservation Project
SUPPORT FOR THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)				

GGP's Fundamental Principles of Responsible Business

- Business credibility
- Responsible communication
- Workplace safety
- Data and information protection
- Product safety and quality
- Engagement and interaction with stakeholders
- Continuous innovation
- Commitment to transparency

As part of our sustainability commitment, GGP adheres to the principle of operating our business in compliance with both national and international regulations. By following relevant guidelines, we aim to conduct our business in an ethical and sustainable manner for the long term. This commitment not only reflects our core corporate values but also serves as a strong foundation for creating lasting positive impact. During the reporting year, GGP successfully maintained full compliance with all applicable regulations, with no recorded legal violations. This achievement underscores our ongoing dedication to conducting business responsibly, transparently, and in full accordance with the law. [GRI 2-27]

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

In 2022, GGF, as the parent entity, conducted a comprehensive materiality assessment as a strategic initiative to identify and prioritize the sustainability issues most critical to the business and its stakeholders. This assessment was designed to ensure that GGF's sustainability strategy and disclosures are aligned with topics that carry the greatest impact on society, the environment, and long-term business resilience.

The methodology used to determine material topics referred to the GRI Universal Standards 2021. The assessment evaluated the significance of both positive and negative impacts across economic, environmental, social, and human rights aspects, considering severity and likelihood. This process involved collaboration with external consultants and key stakeholders, resulting in a set of material topics that became the focus of the company's sustainability efforts.

In 2024, GGP conducted a review of the 2022 materiality assessment to validate the continued relevance of previously identified material topics. This review ensured alignment with the evolving business landscape, industry trends, and GGP's strategic trajectory. It also reflects GGP's commitment to regularly reassess and adjust its sustainability focus in line with evolving stakeholder expectations and global challenges.

The materiality review was conducted with reference to the GRI 2021 Universal Standards, taking into account both positive and negative impacts across economic, environmental, social, and human rights aspects, based on the severity and likelihood of their occurrence. Selected stakeholders were engaged to ensure the assessment accurately reflects the most significant interests and concerns.

GGP's review concluded that the material topics identified by GGF remain relevant and align with GGP's current sustainability priorities. These findings demonstrate alignment between the sustainability policies at the group and operational levels. In addition, the assessment outcomes have been integrated into the company's Enterprise Risk Management (ERM) processes and formally endorsed by the Board of Directors, ensuring ESG priorities are embedded in strategic planning and decision-making.

A detailed discussion of each material topic is presented in the table below.

Material Topic	Issue	Issue Management
Product Quality and Customer Satisfaction	We distribute our products to around 65 countries, prioritizing consumer health and safety as well as product quality and safety to meet the standards and regulations of each destination country.	• A strict quality management system is implemented across all production processes. • Each product batch is regularly tested through both internal laboratories and independent third-party labs, supported by globally recognized food safety certifications such as the British Retail Consortium (BRC), International Featured Standards (IFS), ISO 22000, and Global G.A.P. • Supply chain transparency is enhanced; products such as pineapples are now 100% traceable to the farm level. • Customer feedback channels are managed to monitor satisfaction, handle complaints, and identify improvements promptly. • Regular market research is conducted to understand trends and consumer preferences, guiding product development.
Sustainable and Responsible Supply Chain	The supply chain is managed sustainably and responsibly to support operational continuity, improve efficiency and resilience, and ensure compliance with ethical, environmental, and inclusive standards.	• Sustainability principles are applied across the value chain to enhance supply resilience and reduce environmental impact. • Environmental and social aspects are integrated into supplier due diligence processes. • Regular supplier assessments are conducted to ensure product quality, business integrity, and compliance with sustainability standards. • Suppliers are required to provide raw materials certified under Global Food Safety Initiative (GFSI) schemes. • Smallholder farmers are engaged and included in the supply chain.

Material Topic	Issue	Issue Management
Stakeholder Engagement and Community Empowerment [GRI 3-3] [GRI 413-2] [GRI 13.12.3] [GRI 13.22.1]	High local unemployment is driven by digitalization and operational efficiency. Environmental Impact Assessment (AMDAL) in Lampung identified potential negative impacts: • Decline in air quality • Excessive groundwater use affecting local reserves • Traffic congestion during peak working hours	• Local communities from surrounding villages are invited to participate in the employee recruitment process. • Shared value is created by empowering local communities to become business partners. • The company supports local economic growth through community microfinance programs. • Skills training is provided to local communities in collaboration with government vocational centers. • Corporate social responsibility (CSR) programs support infrastructure such as schools, housing, hospitals, and recreational facilities. • Employee and student transportation is organized to ease traffic and improve safety. • Environmental management is regularly monitored and reported to relevant authorities. • Groundwater quality is monitored, and clean water access is supported through wells and water aid programs.
Circular Economy Implementation	We recognize the potential of the circular economy and implement it by reusing valuable waste and by-products as raw materials to reduce dependence on new natural resources, minimize environmental impact, enhance efficiency, and create additional economic value for the company and its stakeholders.	• Reusing valuable waste and by-products as raw materials in other production • Organic waste and production residues are processed into new products such as organic fertilizer, biochar, and maggot feed. • Implementing an integrated farming model across processes and business units using a closed-loop system, including plastic waste management and food waste reduction.

Material Topic	Issue	Issue Management
Optimal Economic Performance	The Company's economic performance reflects its financial health and its contributions to stakeholders, including business growth, product quality, employee well-being, community development, environmental protection, and business sustainability.	• The company maintains strong financial performance through operational efficiency, market diversification, and product competitiveness. • Resources are managed effectively to generate sustainable economic value for employees, business partners, customers, and local communities. • A closed-loop system is used to reduce costs, strengthen competitive advantage, and create additional revenue streams.
Good Employment Practices	The company is committed to creating a safe, fair, and inclusive work environment for 25,000 employees, supporting well-being, professional development, and equitable treatment in line with sustainable labor principles.	• An inclusive workplace is fostered by respecting diversity and ensuring fair treatment for all employees. • Employees are encouraged to voice concerns directly to the Head of Human Resources or the CEO. Fair job positions, compensation, and promotion opportunities are provided without discrimination based on gender, ethnicity, or seniority. • Occupational Health and Safety (OHS) procedures are implemented effectively to protect employee's well-being. • Training programs are provided to reduce skill gaps and support career development.
Climate Change	Greenhouse gas emissions from our operations, primarily CO_2 from fuel use, contribute to climate change and may increase the risk of prolonged drought and water scarcity.	• Regular GHG inventories are conducted to measure the company's climate impact. • The company is transitioning to renewable energy sources and increasing their use through the development of in-house renewable energy technologies. • Carbon offset initiatives are implemented to enhance carbon reduction capacity. • The company is committed to enhancing programs to achieving net-zero carbon emissions by 2050. • An Emergency Response Team has been established to mitigate risks and manage climate-related impacts, particularly in water resource management.

Material Topic	Issue	Issue Management
Sustainable Resource Use	PT GGP relies significantly on resources such as water, energy, materials, and pesticides in its operations. With the growing risk of resource scarcity, the company is committed to sustainable resource management.	• The SIDEC pillars (Sustainability, Interdependence, Diversity, Equity, and Compatibility) are applied in the management and utilization of natural resources. • The SWAT (Soil Water Assessment Tools) • Consumption is reduced through operational efficiency and increased use of renewable energy. • Awareness among employees and stakeholders is raised through internal training and campaigns on the importance of sustainable resource management.
Responsible Waste Management	Our operations generate various types of waste, including hazardous (B3) waste, biomass, wastewater, and domestic waste. These pose risks of soil, water, and air pollution, unpleasant odors, release of hazardous substances, and health impacts on surrounding communities, worsened by potential accumulation of unmanaged deadstock materials.	• We comply with ISO 14001 standards through the implementation of an Environmental Management System (EMS). • An integrated waste management approach is applied to achieve zero waste to landfill. Hazardous waste is stored in licensed B3 storage facilities (TPSLB3) and handed over to certified third parties for further treatment. • Waste is converted into value-added products such as bio-fertilizer, maggot feed, vermicompost, and biochar, supporting the circular economy. • Waste and pollution are reduced by using renewable resources, recycling materials, adopting clean technologies, and optimizing spatial planning.

GGP's Commitment to Regenerative Agriculture and Circular Economy

At GGP, we are dedicated to producing high-quality products through continuous innovation, focusing on environmentally friendly practices instead of harmful agricultural processes. We embrace regenerative agriculture, which seeks to enhance productivity while safeguarding environmental health. Unlike degenerative farming, which harms the environment through excessive chemical use or monoculture, regenerative agriculture focuses on natural methods such as crop rotation, cover cropping, and minimizing synthetic inputs. This approach preserves soil health, increases long-term productivity, restores ecosystem quality, and builds resilience against climate change.

We also adopt a circular economy model to maximize resource utilization and apply zero-waste principles. More than just waste management, this approach emphasizes social aspects, fair resource distribution, and sustainable energy use. The circular economy we implement encourages economic actors to preserve resources, ensuring they remain valuable and are used sustainably.

GGP's Path to Sustainability

In preparing this report, we have implemented strategic measures to strengthen the company's sustainability framework. We have set key performance indicators to track our internal sustainability progress, focusing on reducing emissions, preserving soil and water, minimizing food waste, and promoting a circular economy. Additionally, we are consistently developing programs that benefit local communities.

As part of our emission reduction strategy, we have created a roadmap to achieve carbon neutrality by 2050. To achieve this, we have established four main sustainability goals to be reached by 2027:

GGP's Sustainability Goals for 2027

Decarbonization of GGP Operations

Transitioning to renewable energy and implementing carbon offset measures.

Support for Sustainable Agriculture

Increasing soil carbon content, investing in water capture and management, and recycling wastewater.

Circularity of Food Waste and Biomass

Converting food waste and biomass into valuable resources while improving community nutrition.

Community Partnership Empowerment

Developing programs that bring mutual benefits to local communities.

By setting these goals, we are determined to accelerate the transition towards a more sustainable future for both the environment and society.

ESG Integration Strategy

GGP started its sustainability initiatives in 1980. We protect natural water bodies by collecting rainwater and reducing groundwater usage. Over time, GGP has developed a broader sustainability strategy. In 2022, GGP has designed a strategy to integrate ESG into the company that will be implemented gradually over five years with a focus on achieving net zero carbon emissions by 2050.

- Phase one: Focus on the **Mastery** stage to improve ESG understanding, refine policies, and implement collective actions.
- Phase two: Enter the **Performing** stage with ESG practice implementation, fostering partnership, and monitoring.
- Phase three: Focus on the **Excellence** stage for ESG impact evaluation and reporting.
- Phase four: Move to the **Inspire** stage to improve ESG communication.
- Phase five: **Sustaining**, making GGP as an ESG pioneer in Indonesia.

GGP also conducts a Sustainability Risk Assessment (SRA) to identify risks and opportunities that may affect its long-term vision. The results of this SRA will be integrated into Enterprise Risk Management (ERM) as an effort to strengthen overall risk management, including to address previously unidentified risks. This assessment refers to ISO 26000:2010 on Social Responsibility and ISO 31000:2018 on Risk Management, with a focus on three main aspects: People, Profit, and Planet (3P).

Moreover, GGP identifies climate-related risks and opportunities in accordance with the strategies and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD). This effort underscores our commitment to sustainability and our proactive approach to mitigating climate change impacts on our business.

2023 — MASTERY
Aligning understanding of ESG, updating policies, taking collective action.

2024 — PERFORMING
Implementing ESG practices, building partnerships, carrying out supervision.

2025 — EXCELLENCE
Reporting and evaluating impacts, and measuring ESG performance.

2026 — INSPIRE
Engaging in internal and external ESG communications.

2027 — SUSTAINING
Becoming a leader in ESG at the national level.

Sustainable Governance [GRI 2-12] [GRI 2-13]

In managing sustainability, GGP implements a structured and collaborative governance approach by assigning primary responsibility for each material issue based on the function and expertise of the relevant departments. This management approach is guided by the company's leadership in evaluating and making strategic decisions to ensure that each sustainability initiative aligns with the company's long-term vision.

The Quality Assurance and Sales & Marketing Departments are responsible for product quality and customer satisfaction. In addition, the Quality Assurance Department, in collaboration with the Supply Chain Department and the Small Farmer Partnership Department, oversees a sustainable and responsible supply chain.

Responsible waste management falls under the authority of the Safety, Health, and Environment Department. This department also works closely with the Human Resources and General Affairs Department to oversee the implementation of good employment practices and to support a responsible and sustainable supply chain.

Meanwhile, optimal economic performance is managed by the Operations Department (Estate & Factory) and the Finance & Accounting Department. Other material sustainability issues are managed by the Sustainability Subdivision, which also collaborates with relevant departments in addressing GGP's material sustainability issues.

Sustainability Subdivision

We established the Sustainability Subdivision as a reflection of our commitment to sustainability. The Sustainability Subdivision is responsible for maximizing positive impacts on stakeholders and the environment, while minimizing the negative impacts of the company's operations. One of its strategic roles is to formulate strategies that ensure the sustainability of company resources, including efficient and environmentally friendly management. In addition, this subdivision supports initiatives that focus on maintaining a balance between social, economic, and environmental aspects.

The Sustainability Subdivision comprises several departments: Energy & Climate, Sustainable Development, and Sustainable Farming & Business Circularity. The Energy & Climate Sub Department and the Power Plant Department are responsible for managing material issues related to climate change. Additionally, the Energy & Climate Sub Department and the Sustainable Farming & Business Circularity Department oversee the management of resource and energy use. This issue is jointly managed with the Safety, Health, and Environment Department, the Research and Development Department, and the Operations Department (Estate & Factory).

The Sustainable Development Department is in charge of stakeholder engagement and community empowerment. In managing this issue, the department collaborates with the Corporate Affairs Department, the Corporate Communication Department, and the Human Resources and General Affairs Department.

Meanwhile, the material issue of circular economy is managed by the Sustainable Farming & Business Circularity Department. The management of this issue involves close coordination with the Operations Department (Estate & Factory), the Safety, Health, and Environment Department, and the Compost Plant Department.

This structure enables strong and collaborative cross-functional coordination to support sustainable transformation. The subdivision operates directly under the direction of the President Director of GGP, with day-to-day supervision by the Managing Director of Operation and the Managing Director of Production and Sourcing.

With the expertise housed within the Sustainability Subdivision, GGP is able to effectively implement sustainability initiatives, ensure responsible operations, and deliver high-quality products to customers.

GGP Sustainability Subdivision Organization Structure

Monitoring and Evaluation [GRI 2-25]

Evaluation is a key component of our strategy to enhance sustainability performance. A systematic evaluation process helps us track progress, identify challenges, and make necessary adjustments to ensure the effectiveness of our initiatives. Regular assessments allow GGP to remain flexible and to achieve corporate goals efficiently and responsibly.

We conduct monitoring through weekly and monthly meetings, as well as dedicated sessions for specific projects, involving all relevant teams. These meetings review progress and formulate solutions to overcome challenges. Senior management, including the President Director and the Managing Director of Operations, are actively involved in overseeing sustainability performance through regular review meetings and monthly written reports.

Looking ahead, we plan to conduct a Social Return on Investment (SROI) assessment for future social projects. This approach will enable us to measure the social and environmental impacts of our programs in a quantifiable manner and ensure long-term sustainability in GGP's business practices.

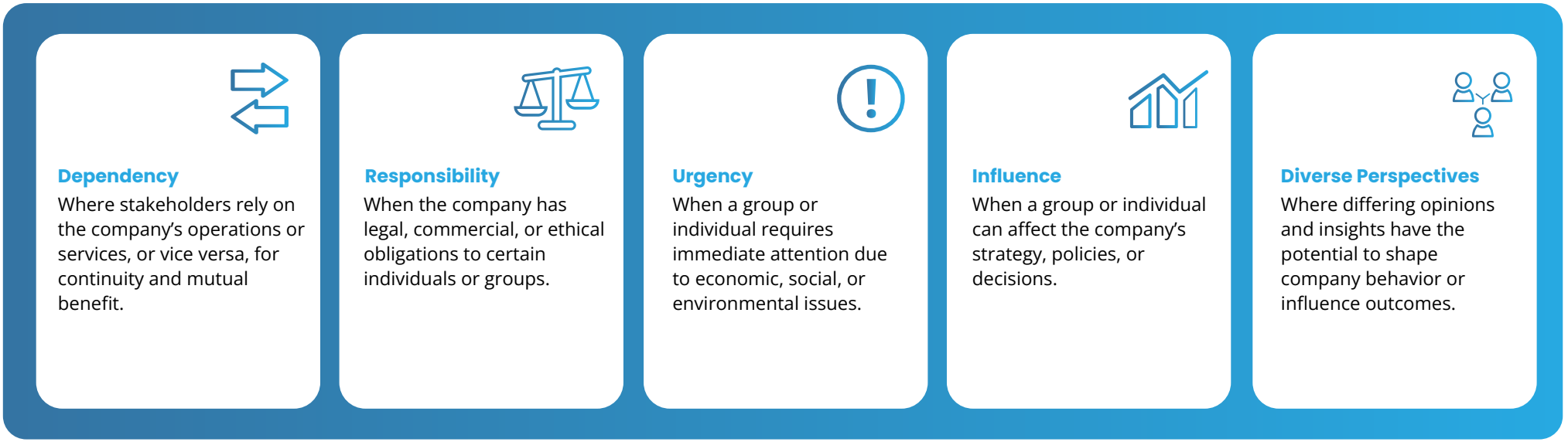
GGP is also committed to transparency in disclosing sustainability performance to stakeholders. We publish an annual Corporate Social Responsibility Report and a comprehensive Sustainability Report every two years. We also share detailed information on energy and environmental performance to consumers as part of our commitment to responsible and transparent business practices.

Stakeholder Engagement [GRI 2-29][GRI 413-1]

We identify stakeholders based on the AA1000 Stakeholder Engagement Standard (SES) 2015. This standard provides a credible framework to ensure that stakeholder engagement is conducted systematically, inclusively, and responsibly. Our stakeholders include individuals, groups, or organizations affected by our activities, products, services, or issues related to the company's operations.

GGP recognizes the importance of stakeholder engagement as a reflection of corporate responsibility and as a key factor in building trust, improving performance, and creating shared value. Therefore, we are committed to strengthening the quality of our interactions with stakeholders through an open, inclusive, and participatory approach.

GGP classifies stakeholders based on AA1000SES (2015). This standard defines stakeholder categories according to five core attributes.



GGP Stakeholder Identification

Stakeholder	Basis for Identification	Key Topics and Issues	Engagement Approach	Engagement Frequency
Shareholders	• Dependency • Responsibility • Influence • Diverse	Improvement of company performance	General Meeting of Shareholders (RUPS)	At least twice in a year
		Support for shareholder interests	Work meetings	Twice a year
			Reports	4 times in a year
Employee	• Dependency • Responsibility • Tension • Influence • Diverse • Perspective	Ensured employee and family welfare	• Labor unions and collective agreements • Education and training	National dialogue: At least once a year, as needed
		A safe, healthy, and supportive working environment	Face-to-face forums	At least 4 times a year
		Clear and equitable career development and performance evaluation	Knowledge sharing	At least once per year per unit
			Employee satisfaction surveys	At least once per year
Customers	• Dependency • Responsibility • Tension • Influence • Diverse • Perspective	Delivery of high-quality services	Coordination meetings	As needed
		Competitive and efficient service pricing	Communication through available media	As needed
Suppliers	• Dependency • Responsibility • Tension • Influence • Diverse • Perspective	Regulatory compliance	Contracts and agreements	As needed
		Timely payments	Supplier gathering	Once per year
		Objective evaluation processes	Supplier performance assessment	At least once per project
		Harmonious relationships	Questionnaires and surveys	Once per year

Stakeholder	Basis for Identification	Key Topics and Issues	Engagement Approach	Engagement Frequency
Government	• Dependency • Responsibility • Tension • Influence • Diverse • Perspective	Regulatory compliance	Evaluation and audit	At least once per year
		Company wellbeing	Audits and financial reporting	At least once per year
		Economic contributions (taxes and subsidies)	Tax reporting and compliance	As per tax regulations
Local Communities	• Dependency • Responsibility • Tension • Influence • Diverse • Perspective	Harmonious and conflict-free relationships	CSR activities	As needed or based on shareholder direction
		Minimizing negative environmental impact	Partnership programs	Based on funding availibility
		Harmonious relationships	Community training	At least once per year
		Broad access to information	Face to Face forum	As needed
Mass Media	• Responsibility • Influence • Diverse • Perspective	Harmonious relationships	News conferences	As needed
		Get broad access to information	Media gathering	Once per year

Great Governance, Ethical Leadership

Sustainable Growth Through Good Governance [GRI 2-9]

GGP is committed to sustainable business by building strong value chain relationships and cross-sector collaboration. We believe that good corporate governance is the foundation of a transparent and responsible business. It also ensures fair and active engagement with all stakeholders.

Our commitment to governance and resource innovation was recognized with the Indonesia's Best Managed Companies 2023 award from Deloitte. This global program honors top private companies in Indonesia for their excellence in business and contributions to industry and the national economy. GGP was recognized for its innovation in managing operations and using resources efficiently. The assessment covered four areas: strategy, culture and commitment, capability and innovation, and governance and finance.

Good governance not only ensures regulatory compliance, but also supports balanced internal controls, prevents fraud, and reduces risks in decision-making and daily operations.

The main objective of implementing GCG at GGP are:

1. Maintain sustainable relationships with key stakeholders, including partners, communities, and the environment
2. Support the company's sustainable growth.
3. Manage risks effectively.
4. Strengthen accountability to all stakeholders.
5. Prevent misconduct in business operations.
6. Improve and reinforce a positive work culture.
7. Enhance the company's reputation among investors and the public.

GCG Principles at GGP

GGP adopts Good Corporate Governance (GCG) principles as stated in Law No. 40 of 2007 on Limited Liability Companies. The core principles are transparency, accountability, responsibility, independence, and fairness. These values guide our business practices, strengthen stakeholder trust, and support sustainable, ethical, and effective company management.

GGP also applies international GCG standards from the G20 and OECD (Ankara, 2015), showing our dedication to global best practices. This ensures our governance stays relevant and resilient in a fast-changing business landscape.

The GCG Principles are as follows:

1. Effective governance structure
2. Equal treatment for all shareholders
3. Fair incentives to attract investment
4. Stakeholder involvement in governance
5. Openness and transparency
6. Clear leadership accountability

Governance Structure

GGP is the first business unit in the GGF ecosystem to adopt sustainable governance from the start. This leadership is reflected in the high quality of our products, recognized in global markets. We apply an integrated Governance, Risk, and Compliance (GRC) system to drive efficiency and support better, faster decision-making. Our GRC program helps stakeholders align policies with regulations and ensures consistent operations and company management.

We've established a clear structure of responsibility, accountability, and reporting across all divisions and entities. This is supported by internal policies, an organizational structure, and a standardized management system to ensure clarity in roles and effective decision-making at every level.

Today, GGP serves as a model of good governance for other business units within the GGF group, with a governance structure that includes the following key bodies:

1. **General Meeting of Shareholders (GMS)** referring to Law Number 40 of 2007 concerning Limited Liability Companies, GGP has a mechanism for the General Meeting of Shareholders (GMS) which is held to discuss the development and performance of the Company including making changes or alterations to the ranks of the Board of Commissioners and Board of Directors. [GRI 2-10].

2. **Board of Commissioners** oversees the company's operations in line with the Articles of Association. It works closely with the Audit Committee, Internal Audit unit, and the Risk, Audit, and Compliance Committee. The Board also acts as a strategic advisor to the Board of Directors. On average, members serve for 9 years.

3. **Board of Directors** is fully responsible for managing the company in line with GGP's goals. They represent the company both legally and operationally. Directors serve an average of 5 years. Their performance is supervised by the Board of Commissioners and evaluated regularly during Annual or Extraordinary General Meetings. [GRI 2-11]

To ensure strong governance, GGP has committees and units reporting to the Board of Commissioners or Directors.

Committee/Unit	Reports to	Main Responsibilities
Audit Committee	Board of Commissioners	Oversees internal control and risk governance, supported by internal and external audits.
CLDC Committee	Board of Commissioners	Oversees nomination and remuneration matters for Directors and employees.
Internal Audit Unit	Audit Committee	Evaluates the effectiveness of internal controls and risk management by process owners.
Legal Corporate Unit	Board of Directors	Helps coordinate the Directors and arranges key meetings like the General Meeting of Shareholders.
Information Technology Security Unit	Board of Directors	Implements, reviews, and improves information security controls, including mitigating risks related to information protections ystems. Reports are submitted to the Board of Directors.
Risk & Control Unit	Board of Directors	Evaluates the effectiveness of risk governance and the level of risk the Company can tolerate. Provides feedback to risk owners for further improvement and monitors potential risks faced by the Company.

Better Oversight and Planning Through Regular Board of Directors Meetings

The Board of Directors, Board of Commissioners, and management hold regular meetings to align visions and stay updated on operations, financial performance, and business opportunities. These meetings help design strategic growth plans that take into account both risks and opportunities.

They also serve as a key forum to discuss material issues affecting stakeholders. These issues may come through complaints or other channels and include environmental, social, and governance (ESG) topics that impact sustainability.

This approach ensures decisions are inclusive, transparent, and aligned with sustainable development goals. [GRI 2-16]

Each year, the Board of Directors, Board of Commissioners, and management meet at least once per quarter. Attendance averages over 75%, far above the 50% minimum target. This strong participation reflects effective collaboration in guiding and monitoring the company's performance.

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

GGP is committed to good corporate governance and ensures that its governance members are well-equipped to perform effectively. The company provides regular training for the Board of Commissioners and Directors to keep them informed on key issues in economics, operations, environment, social, and governance matters.

Governance Performance Evaluation [GRI 2-18]

GGP regularly reviews its corporate governance practices to ensure continuous improvement. The Board of Directors conducts performance evaluations during the Annual or Extraordinary General Meeting of Shareholders. This process includes reviewing compliance with regulations and internal policies, developing adaptive governance systems, and creating policies that promote efficiency, accountability, and sustainability.

In 2023–2024, governance evaluations showed that all GGP governance elements worked effectively. This was reflected in high compliance with both national and international regulations and consistent implementation of internal policies. [GRI 2-18]

During the reporting year, Associate Directors and Directors took part in 258 hours of training on topics such as leadership, food safety standards, AI, cybersecurity, language skills, and more.

Ethics and Integrity as the Foundation of Sustainable Governance [GRI 2-23]

At GGP, ethics and integrity guide everything we do since its founding. We believe long-term success in agribusiness and horticulture depends on responsible operations. This includes full compliance with national and international policies and a strong commitment to ethical business practices.

GGP's compliance system is audited by an independent third party to ensure it meets international standards and relevant regulations. We use the results to strengthen internal controls and improve ongoing compliance.

As part of its commitment to ethical conduct, GGP has issued a Corporate Code of Ethics that serves as a behavioral guideline for all individuals within the company. This Code has been approved by the Board of Directors and is publicly available and can be accessed through the company's official website. It is designed to strengthen a culture of integrity, professionalism, and accountability across all aspects of the company's operations, while also emphasizing the principles of prudence and respect for Human Rights (HR).

GGP's Code of Ethics comprehensively outlines five core aspects of ethical behavior, detailed in 27 sub-aspects that reflect various ethical situations and challenges that may arise in the workplace. It also includes policies related to human rights, including the prohibition of all forms of discrimination, harassment, forced labor, and child labor. In addition to serving as a behavioral guideline, the Code of Ethics includes provisions for sanctions in cases of violations, with the aim of enforcing discipline, preventing unethical practices, and protecting the company's reputation.

To ensure all employees understand and comply with this policy, GGP actively conducts regular socialization of the Code of Ethics. Moreover, the Code is communicated to external parties such as business partners, suppliers, and communities through its integration into contractual agreements and publication on the company's website.

As of now, GGP has not yet implemented a formal due diligence process related to human rights impacts. However, the company has taken several steps to raise awareness of human rights issues. These include fostering a corporate culture that respects human rights and providing grievance mechanisms that specifically address human rights-related concerns. Through consistent implementation and communication, GGP reaffirms its commitment to building a transparent and fair work environment grounded in sound governance principles

Five GGP Key Ethics Principles

Working with Customers and Business Partners

This aspect outlines the expected ethical behavior and conduct when doing business and transacting with customers and partners, ensuring that no party is disadvantaged.

External Relations

Proper conduct when dealing with government entities, officials, international institutions, or the public.

Upholding Integrity

This aspect ensures that every individual at GGP maintains professionalism by upholding integrity, honesty, and acting in accordance with laws, regulations, and best practices

Workplace Ethics

This aspect ensures that GGP individuals are committed to protecting people, nature, and other physical resources managed by the company, including through anti-discrimination and human rights equality policies, in compliance with applicable regulations.

Information & Asset Protection

This aspect governs employee conduct and ethics in safeguarding and utilizing company resources appropriately.

GGP's Code of Ethics can be accessed through the company's official website at the following link: **https://www.greatgiantfoods.com/wp-content/uploads/2023/10/Handbook-Kode-Etik-GGF.pdf**

The Company's Code of Ethics includes a range of policies designed to ensure the ethical conduct of business operations. Key policies include:

Anti-Corruption and Anti-Fraud Policy [GRI 205-1]

GGP is fully committed to maintaining integrity across all aspects of its business activities. In line with this commitment, the company enforces a zero-tolerance policy toward all forms of fraud, bribery, and corruption. All employees, including senior management, are required to comply with the provisions of the Code of Ethics, which strictly prohibits the offering or acceptance of bribes in any form.GGP also promotes a transparent reporting culture, in which each individual holds the responsibility to report any indication or attempt of bribery that could potentially harm the company, through the designated reporting channels

Anti-Money Laundering Policy

As part of its commitment to good corporate governance, GGP is fully committed to complying with all applicable laws and regulations, including anti-money laundering (AML) and counter-terrorism financing legislation. This aligns with the first principle of the Company's Code of Ethics which requires that all transactions must be conducted exclusively with legitimate business partners or customers.

To support the implementation of this principle, all employees are expected to comply with legal payment procedures and proactively identify and report any suspicious transactions through designated reporting channels. Through these measures, GGP not only safeguards its business integrity and continuity but also contributes to the promotion of a transparent financial system free from illegal activity.

Policy on Prevention of Insider Trading [GRI 3-3]

GGP enforces a strict policy regarding the use of internal information, as described in the third aspect of the Company's Code of Ethics. Employees must not use any nonpublic information material strategic, financial, or operational data, for personal benefit. This prohibition also extends to trading company shares based on unpublished information. Such actions violate both ethical standards and legal regulations and can lead to legal consequences for individuals and the Company, in accordance with applicable laws and regulations.

Managing Conflicts of Interest [GRI 2-15]

GGP requires all employees to maintain a high standard of professionalism by refraining from engaging in any business activities that may present a conflict of interest with the Company or its clients. Accordingly, the third aspect of the Company's Code of Ethics explicitly prohibits conducting business on behalf of GGP with third parties if such actions may result in undue personal benefit beyond the scope of the Employment Agreement.

Furthermore, GGP upholds the principle of political neutrality. The Company does not participate in political activities or contribute any material, financial, or other resources for political purposes. GGP also refrains from lobbying efforts aimed at influencing public policy. These principles are in line with the Company's Code of Ethics and its commitment to integrity and independence in conducting sustainable business operations.

During the reporting period, there were no identified conflicts of interest in the Company's decision-making processes.

Effective and Responsive Violation Reporting [GRI 2-25] [GRI 2-26]

GGP is committed to upholding its Code of Ethics and ensuring compliance with both internal policies and applicable local and international regulations. To support this, the Code of Ethics includes a formal violation reporting mechanism and clearly defined disciplinary measures, including the possibility of employment termination when warranted. This mechanism helps the company address issues constructively and prevent potential conflicts.

GGP implements a Three Lines of Defense model to strengthen governance and ensure effective handling of reported violations:

1 Compliance Officer Ethics & Whistle Blower Management

GGP has established a whistleblower system that enables employees and stakeholders to report violations or concerns. The system also supports the evaluation of risk and control measures within each business unit.

2 Risk & Control

GGP manages risks and challenges through a structured risk management system aimed at identifying, assessing, and controlling potential issues and opportunities.

3 Internal Audit

Internal audits are conducted to ensure the effectiveness of risk management practices and internal controls throughout the organization.

Whistleblowing Mechanism

GGP provides a transparent reporting channel through its Whistleblowing System (WBS), enabling employees and stakeholders to report violations of the Code of Ethics, Good Corporate Governance (GCG) principles, or applicable regulations.

Reports may be submitted through the dedicated reporting channel, which is managed by the Compliance Officer of GGF and the compliance team of PT Gunung Sewu Kencana (GSK). The team serves as an independent third party to ensure that all reports are handled objectively and professionally. Reports are reviewed and processed by the Human Resources department, with involvement from relevant units such as Internal Audit when necessary. Each report is evaluated based on the credibility of information and evidence and addressed in line with company policy and legal requirements.

GGP guarantees protection for whistleblowers, including maintaining confidentiality of their identity. Anonymous reporting is permitted. GGP upholds a zero-tolerance policy for retaliation. Any employee or member of management found retaliating against a whistleblower may be subject to disciplinary action, up to and including termination of employment. The company also protects whistleblowers from intimidation and discrimination in accordance with applicable laws.

GGP regularly conducts compliance campaigns on the Code of Ethics to foster a culture of integrity in the workplace. These campaigns are delivered through various communication tools such as banners, flyers, newsletters, and webinars. [GRI 205-2]

Code of Ethics and Whistleblowing System Training 2023

Whistleblowing Reporting Procedure

1. Employees report any violations to Compliance Partner via
   Email GGP: compliance.offcier@gg-foods.com
   Email GSK: sahabat.anda@gunungsewu.com
   WA GGP: 081-777-8890
   WA GSK: 0811-739-858
2. Reports are reviewed and investigated.
3. Further investigation is carried out if the matter involves ethics, regulatory violations, or fraud.
4. Decisions are made jointly by the management team and the Audit Committee.
5. The case outcome is reported and communicated directly to the whistleblower.

During the reporting period no incidents of corruption, fraud, money laundering, or conflicts of interest were reported through the whistleblowing mechanism.
[GRI 205-3]

Number of violations in 2024

Corruption or bribery	0
Discrimination or harassment	0
Conflict of Interest	0
Money Laundering or Insider Trading	0

Guidelines for External Communication and Complaint Handling

GGP has developed specific Guidelines for Communication with External Parties, applicable to its plantation operations in Lampung. These guidelines ensure that employees communicate and respond to external complaints professionally, in line with company standards, and with proper documentation.

The External Relations Team is responsible for recording, managing, and following up on any complaints received. When necessary, the team collaborates with relevant departments to facilitate a prompt and appropriate response. This approach reflects GGP's commitment to building constructive relationships with external stakeholders and ensuring that all issues are handled transparently and solution-oriented.

In 2023, two complaints were received, while in 2024, there were seven. All complaints have been resolved by GGP.

Risk Management Framework

As a sustainability-focused company, GGP places strong emphasis on risk management to achieve both business growth objectives and long-term sustainability goals. We have adopted a structured Enterprise Risk Management (ERM) system supported by professional consultants.

In applying ERM, GGP refers to two key frameworks:

- ISO 31000:2018 – for identifying risks across operational areas such as plantations, factories, and the supply chain.
- COSO (Committee of Sponsoring Organizations of the Treadway Commission) – for mapping financial and IT-related risks.

Risk identification is conducted using the following methods:

1. *Hazard Analysis and Critical Control Points (HACCP)*
2. *Structure What-If Analysis*
3. *Cause and Effect Analysis*
4. *Environmental Risk Assessment*

GGP identified risks into a comprehensive 'Risk Universe' and categorized into four main types: 1) Compliance Risk 2) Financial Risk 3) Operational Risk 4) Strategic Risk. Each risk category is further detailed through specific risk indicators, which are systematically analyzed to design appropriate mitigation measures.

Risk Universe GGP

Strategic Risk

- Complaint Handling
- Customer

Operational Risk

- Purchasing Supply Chain
- Information & Tech
- Human Capital
- Nature Factor
- Occupational Health & Safety
- Business Process Environment

Compliance Risk

- Fraud
- Legal Issued
- Regulatory

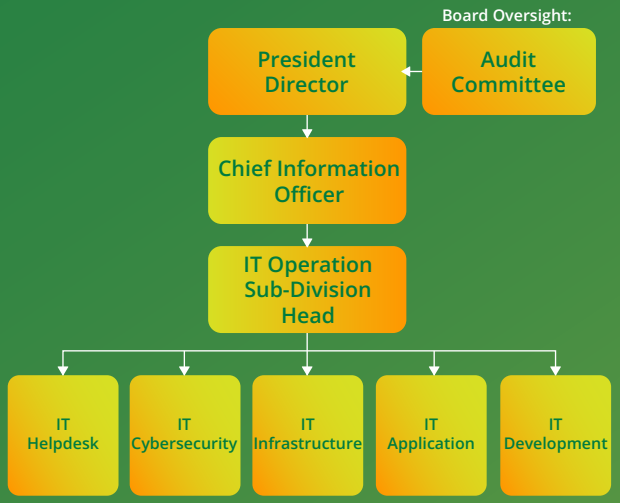
Financial Risk

- Asset Management
- Financial Activities

Managing Digital Risk to Build a Reliable System

GGP recognizes information security as a critical component in ensuring operational continuity and maintaining stakeholder trust. To support this commitment, the internal audit committee is also responsible for monitoring and evaluating risks and incidents related to information security. This committee, comprising board members, provides strategic guidance on data protection and the safeguarding of information systems.

Organizational Structure in Information Technology and Security Team



Beyond board oversight, GGP has appointed a senior-level executive, with expertise in information security or IT, responsible for managing the company's information security policies and procedures. Although not a member of the Board of Directors, the designated party is responsible for policy development, operational oversight, and incident response related to information security.

To mitigate the impact of potential disruptions, GGP has implemented Business Continuity Plans that define clear actions to be taken in the event of cybersecurity incidents or technical failures. These plans are designed to ensure the continuity of critical services and facilitate rapid recovery to minimize downtime.

In addition to continuity planning, GGP conducts regular information system evaluations to identify vulnerabilities that could compromise data integrity or disrupt operations. These evaluations include vulnerability assessments, penetration testing, and attack simulations aimed at detecting risks early and preventing greater impact.

To verify the effectiveness of security controls, GGP performs periodic internal audits, supplemented by independent external audits conducted in accordance with international standards such as ISO 27001. Audit findings are used to assess whether the implemented security measures are adequate and functioning optimally.

As part of its monitoring system, all employees are given access to reporting channels for disclosing security incidents, system vulnerabilities, or suspicious activities. Reports are directed to the IT, Legal, or Compliance departments and are promptly investigated to prevent broader consequences.

Moreover, GGP conducts information security training for all employees. These sessions are designed to enhance employee awareness of potential threats, educate them on preventive measures, and equip them with the skills to respond appropriately to information security risks in the workplace.

During the reporting period, no data breaches or information security incidents occurred at GGP.

Risk Management Evaluation and Development through Risk Maturity Assessment

The Risk Maturity Assessment is a key component of GGP's efforts to evaluate and enhance the maturity of risk management practices across all levels of the organization. This assessment evaluates the level of understanding and application of risk management principles by both risk officers and risk owners, as well as to assess the extent to which the company implements risk management based on the principles, framework, and processes defined in ISO 31000:2018.

GGP conducts this assessment on a regular basis to ensure the effectiveness of risk management across the organization. During the reporting period, GGP implemented an integrated risk management framework and principles, with a focus on high-impact risks and engaging all key stakeholders in the process.

Great Products, Lasting Innovation

Ensuring Supply Chain Integrity and Quality

As a leading global agribusiness and food producer, GGP believes that high-quality products must be both healthy and responsibly made. Each product we deliver our commitment to consumer well-being, environmental responsibility, and community empowerment.

GGP's vision is to promote healthier lives through quality food produced sustainably and innovatively. This is embodied in our Great Lives sustainability pillar, which focuses on delivering nutritious products while upholding responsible and environmentally friendly production practices.

To achieve this, we apply a comprehensive, end-to-end approach to the value chain. Each step is managed with strict attention to quality, sustainability, transparency, and traceability. At the farm level, we implement integrated, sustainable farming practices guided by circular economy principles. This approach helps ensure product integrity, supports traceability, and minimizes environmental impact.

We also partner with local farmers to build an inclusive and resilient supply chain.

In production and packaging, GGP enforces strict quality control and food safety systems to ensure product quality, freshness, and safety. We also manage distribution and storage carefully to ensure products reach consumers in optimal condition, with maximum freshness and flavor.

2023–2024 Performance Overview

Supply

Processed Pineapple Supplier Facilities certified under the Global Food Safety Initiative (GFSI)

70% in 2024

66% in 2023

↑4% compared to 2023

Supplier Composition (Local Suppliers from Indonesia)

83% in 2024

84% in 2023

Transaction Value from Local Suppliers

58% in 2024

64% in 2023

Farmer Partnership

Partnered with

>1,200

banana, avocado, and papaya farmers across five Indonesian provinces

Supplier Assessment

100%

of new GGP suppliers signed the Integrity Pact and completed the Supplier Qualification Assessment Form

Traceability

100%

of pineapple raw materials are traceable to the farm location

100%

of canned pineapple products are traceable to the supplier level

Safe and High-Quality Products

Fresh Fruit

Pineapple Banana Guava

100% certified to Global G.A.P. standards

Processed Fruit

100% certified to ISO 22000:2018, FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety, and IFS Food Standard

Building Value Through a Responsible Supply Chain

GGP is committed to building an inclusive and responsible supply chain. We believe that a responsible supply chain is not only about delivering high-quality products but also about ensuring the well-being and empowerment of all stakeholders involved. Ethical and sustainable supply chain management is essential to creating long-term value for the company, business partners, and the wider community.

Strengthening social aspects is a key focus in our supply chain management. We aim to build a value chain ecosystem that ensures equal opportunities and fair treatment for all parties. GGP recognizes the strategic value of involving and empowering local farmers and suppliers to create shared value, support economic growth, and promote sustainable development in surrounding communities.

We also work actively to improve supplier capacity and engagement. Through training and mentoring programs, we equip suppliers with the knowledge and skills to apply ESG principles. We encourage alignment with GGP's sustainability standards, including product quality, safety, environmental stewardship, human rights, and workplace safety. This step-by-step approach fosters greater awareness, motivation, and understanding of responsible business practices among our suppliers.

In addition, environmental responsibility is a key part of our supply chain practices. To reduce environmental impact, we apply circular economy principles by reusing waste and by-products as inputs for other processes. This allows us to optimize resource use and operate with minimal waste. In doing so, GGP ensures the entire supply chain supports long-term sustainability goals while maintaining operational efficiency.

Procurement Practices and Supplier Assessment

[GRI 308-1] [GRI 308-2]

Procurement at GGP is guided by a formal procurement policy. Implementation is overseen by the Director of Procurement, under the Board of Directors. GGP selects suppliers based on strict compliance with applicable laws and regulations. This process includes verifying legal documentation and requiring the signing of an Integrity Pact. The pact outlines key commitments to ethical business conduct, legal compliance, respect for human rights, occupational safety, and continuous improvement. These elements serve as the minimum ESG criteria in the supplier screening process.

All new suppliers must complete the Supplier Qualification Assessment Form (FPKP) along with supporting documents. The form includes legal requirements and supplier practices in social and environmental areas, such as waste, emissions, water management, and labor. For raw material suppliers, GGP also conducts a risk assessment. This covers ESG-related risks, including country, sector, and commodity-specific risks. Suppliers that fail to meet requirements, present high ESG risks, or engage in unsustainable practices, based on the assessment form, may not be selected during the supplier evaluation process.

Supplier Screening KPI

In 2024, GGP had 173 significant suppliers out of a total of 855 Tier-1 suppliers, accounting for 67.5% of total procurement expenditure. All significant suppliers underwent ESG screening, conducted through self-assessment questionnaires and/or on-site evaluations, to ensure alignment with the company's sustainability standards. A detailed overview of the supplier screening process is provided on page 169.

Supplier Assessment KPI

In 2024, the number of suppliers evaluated through both desk assessments and on-site assessments increased significantly, from 7 suppliers in the previous year to 19 suppliers. The proportion of assessed suppliers rose from 2% to 31.15%. This expanded scope was followed by positive results, with no suppliers identified as having actual or potential negative impacts. This reflects the suppliers' commitment to the established sustainability standards, eliminating the need for corrective actions or termination of partnerships. Details of the supplier assessment data can be found on page 169.

In addition, regular reviews are conducted on supplier procurement practices to ensure alignment with the Code of Ethics and to prevent any potential noncompliance with the Company's ESG requirements. Specifically for suppliers of raw materials for production, we carry out site visits to new supplier locations to inspect conditions and assess production readiness.

As part of our commitment to fairness and responsible procurement, GGP considers several factors when determining pricing. This includes a base price set by the Company's Accounting Division, based on fair market rates for specific raw materials. We also consider local minimum wages to ensure supplier employees receive fair compensation. By integrating these considerations, we aim to build long-term and fair relationships with our suppliers.

GGP requires production facilities of suppliers that provide key raw materials and are considered high risk, such as sugar and citric acid, to be certified under a food safety standard recognized by the Global Food Safety Initiative (GFSI). If a supplier's facility is not GFSI-certified, GGP will conduct an audit based on internally developed requirements that refer to the criteria outlined in the British Retail Consortium (BRC) Global Standard (BRCGS) for Food Safety, which is part of the GFSI framework. [GRI 13.23.4]

In 2024 reporting year, approximately 70% of GGP's supplier facilities held certifications under GFSI-recognized schemes. While GFSI primarily addresses food safety and quality, several certification programs, such as the International Featured Standard (IFS) and Global G.A.P., also incorporate ESG-related criteria. These include responsible sourcing, waste and resource management, energy and water efficiency, workplace safety, and employee development.

Traceability is also a key requirement in standards such as ISO 22000:2018, BRCGS for Food Safety Issue 9, and IFS Food Standard. [GRI 13.23.3] [SASB FB-AG-250a.2] [SASB FB-AG-430a.1]

To support long-term performance, GGP reviews the performance of all raw material suppliers every six months. The evaluation includes supply volume and quality, on-time delivery, supplier responsiveness, payment compliance, and document accuracy.

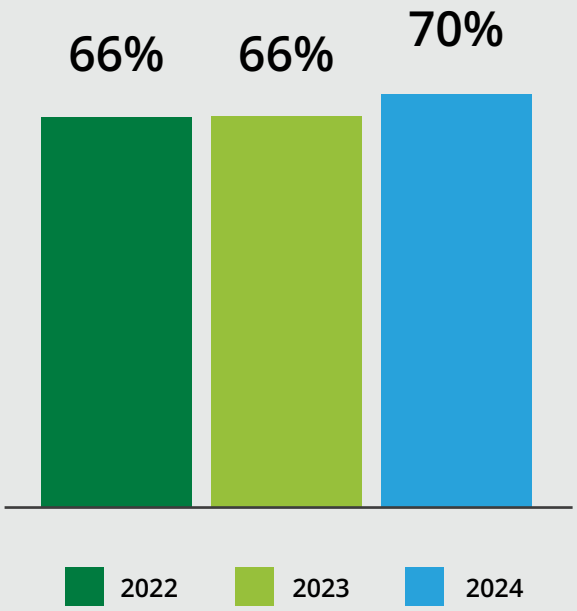
All suppliers are also required to regularly update their certification documents. Evaluation results are used to decide whether to continue or terminate cooperation with each supplier. [GRI 414-2] [SASB FB-AG-430a.2]

As part of broader engagement efforts, GGP maintains active communication with suppliers through meetings, online correspondence, and regular site visits to ensure supply quality. The Company also engages supplier employees by fostering a sense of partnership, for example, through product distribution activities to build pride and connection to GGP products.

In the reporting year, 100% of new suppliers within GGP units underwent environmental, social, and governance (ESG) screening through the signing of an Integrity Pact and submission of the Supplier Self-Assessment Form (FPKP) along with supporting documents. [GRI 308-1] [GRI 414-1]

Based on the assessment results, no suppliers were found to have actual or potential significant negative impacts between 2022 and 2024. Nevertheless, the company remains committed to developing a corrective action plan mechanism for suppliers as part of strengthening a sustainable supply chain management system.

The Percentage of GGP Suppliers' Facilities That Are Certified Under GFSI Standards (%)



Topics Covered in the Assessment Criteria of the Supplier Evaluation Questionnaire

- Quality Management System
- Product Traceability
- Food Fraud Management
- Process Control
- Food Safety Management System
- Customer Complaint
- GMP and Sanitation
- Food Security and Supply Chain Program
- Health and Safety Management System
- Environmental Management System
- Social Accountability

Digital-Based Procurement Innovation: Enhancing Efficiency, Reducing Environmental Footprint

Since 2024, GGP has adopted a digital system to manage rental services, including heavy equipment and transportation leasing. This transformation marks a significant shift from the traditional administrative processes that heavily relied on physical documents.

By integrating SAP with electronic stamps and digital signatures (e-signatures), the bureaucracy has become more streamlined, efficient, and environmentally friendly. This initiative not only simplifies workflows but also drastically reduces paper consumption and supporting GGP's commitment to sustainable digitalization across its supply chain.

Strengthening ESG Capacity for a Sustainable Supply Chain

To strengthen the implementation of sustainability principles across the supply chain, GGP promotes both internal and external capacity building in ESG understanding and practices. This is carried out through structured training programs for both internal employees and supplier partners, as a strategic effort to encourage responsible and sustainable business practices.

In September 2024, GGP conducted an internal training session under the Capacity Development Program – Sharing Session & Discussion with Purchasing. The objective was to strengthen the procurement team's understanding of ESG principles and policies, while fostering cross-functional collaboration to support the company's sustainability goals. This session also served as the starting point for ESG capacity-building efforts targeting suppliers.

On 11 November 2024, during Supplier's Day, GGP officially launched its ESG training program for suppliers. The program is designed to raise awareness, strengthen commitment, and provide technical knowledge to help suppliers integrate ESG principles into their operations.

Supplier Development Performance Indicators

Between 2023 and 2024, no suppliers were found to have significant negative impacts, and no corrective actions were necessary. Nevertheless, GGP continued to implement its supplier development program to enhance supplier capabilities. In 2024, a total of 33 suppliers participated in training programs, representing 54%, with more than half being significant suppliers. This exceeded GGP's target for 2024, which was set at 30 suppliers or 48%. This reflects GGP's ongoing commitment to supporting improved supplier performance. Details of supplier development data can be found on page 170.

ESG Roadmap for Suppliers

To promote sustainable transformation among its suppliers, GGP has developed an ESG Roadmap for Suppliers based on the ADKAR change management framework (Awareness, Desire, Knowledge, Ability, Reinforcement). This roadmap is designed to support suppliers in gradually understanding, adopting, and implementing ESG principles in a systematic manner.

In the initial phase (2024–2027), GGP will focus on building awareness and desire among suppliers through activities such as internal procurement awareness workshops, distribution of ESG surveys, and presenting sustainability goals at the annual supplier forum. This phase also includes training sessions to demonstrate the tangible benefits of ESG adoption and to equip suppliers with relevant technical knowledge.

In the subsequent phase (2028–2030), the focus shifts to enhancing suppliers' capabilities by ensuring they have the capacity and readiness to implement ESG practices. This will be achieved through advanced training and mandatory compliance with ESG performance indicators. To sustain implementation, GGP will introduce third-party ESG assessments and recognize suppliers who demonstrate outstanding ESG performance.

Through this roadmap, GGP aims that by 2030, at least 50% of its significant suppliers will have initiated ESG implementation in their operational practices.

GGP Circular Economy Footprint

GGP adopts circular economy principles as an integral part of its sustainable supply chain management. This approach promotes resource efficiency and waste reduction while transforming how raw materials are sourced, used, and recycled. It brings benefits to the company, the environment, and local communities.

Unlike conventional production systems that end with disposal, GGP applies a closed-loop model. By-products from one business unit are reused as raw materials in other units or facilities. This reduces carbon emissions and enhances operational efficiency.

Circular economy practices also create new jobs in waste and recycling sectors. They support local supplier development and increase community involvement in circular-based economic activities. GGP believes this social impact is key to building an inclusive and resilient supply chain.

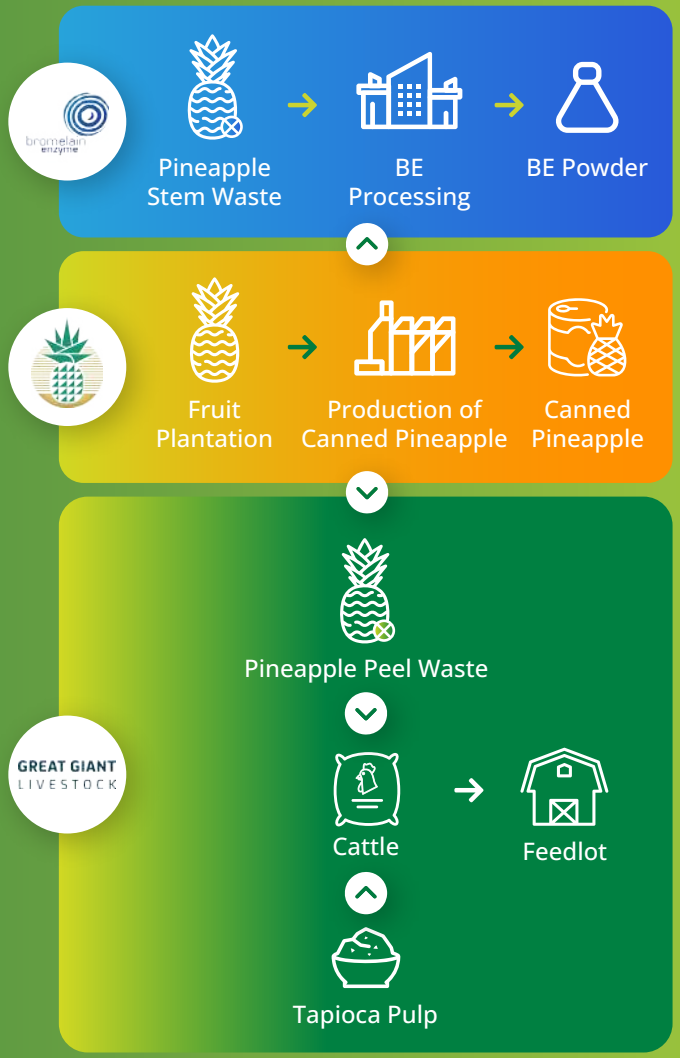
One key example is the Food and Energy Estate (FEE) located at GGP's integrated site in Lampung. In this area, agricultural by-products are converted into inputs for energy generation and other production processes. Additional information on FEE can be found on page 147.

Turning Waste into Value

GGP adopts circular economy principles in managing raw materials and production waste to generate added value and minimize environmental impact. In the processed pineapple production process, GGP uses pineapples as the main raw material. After going through the manufacturing process, the pineapples are transformed into processed products ready for market distribution.

The waste generated from this process is not discarded but instead optimally utilized by other business units within GGF. Pineapple cores, for example, are used by PT Bromelain Enzyme (BE) to be processed into bromelain enzyme products. Meanwhile, pineapple peels produced from the processing stage are utilized by PT Great Giant Livestock (GGL) as raw material for animal feed in the feedlot unit. This waste is then combined with tapioca meal waste to create high-quality feed for livestock. Both BE and GGL are entities under the same group as GGP, enabling the integration of these processes to run efficiently.

By fully utilizing waste within the GGF ecosystem, GGP not only reduces organic waste but also contributes to resource efficiency and strengthens a sustainable production system.



Inclusive Partnership for Shared Value [GRI 3-3] [GRI 13.22.1] [GRI 13.22.4]

As part of its commitment to creating shared value, GGP has developed an inclusive supply chain model through active collaboration with local communities. One of the key initiatives under this approach is the Farmer Empowerment Partnership (FEP), launched in 2016. This program integrates farmers into the company's supply chain not just as raw material suppliers, but as strategic partners committed to sustainable agricultural development.

By the end of 2024, GGP had partnered with 1,268 farmers across five provinces in Indonesia. These partnerships focus primarily on banana production, both as fresh fruit and as raw material for processed products.

Through the FEP program, GGP works closely with local farmers by providing training, resources, and technical support to help improve their agricultural practices. By encouraging knowledge exchange and promoting best practices, the program helps farmers boost their productivity, crop quality, and yields. This not only benefits the farmers themselves but also strengthens the efficiency and consistency of GGP's supply chain.

A key aspect of the program is its emphasis on fair and transparent pricing mechanisms, ensuring that farmers receive a fair share of the value they help create. GGP establishes long-term contractual relationships to provide income stability for farmers. This financial stability enables them to plan their farm investments more effectively and contributes to their long-term well-being.

From an environmental perspective, the FEP promotes sustainable agricultural practices such as water conservation, integrated pest management, and soil preservation. These efforts contribute to the long-term sustainability of both agricultural production and the surrounding ecosystems.

Through inclusive partnerships with farmers, GGP strives to strengthen farmers' roles within the supply chain. The goal is to foster more equitable and productive relationships, while creating shared value throughout the entire supply network. This approach not only enhances supply chain resilience and efficiency but also ensures that business growth goes hand in hand with long-term value creation for partners and local communities. Through these collaborative efforts, GGP aims to build a robust and sustainable supply chain that benefits all stakeholders involved.

For more information about the FEP program, please refer to page 120.

Involving Local Suppliers [GRI 204-1]

GGP acknowledges the vital role of local suppliers in supporting operational sustainability and promoting economic development in areas surrounding our operations. By prioritizing the use of locally sourced products and services, we help reduce transportation-related emissions, stimulate the local economy, and enhance transparency across our supply chain.

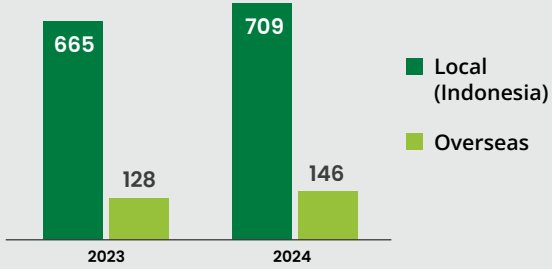
We are committed to engaging a diverse network of local suppliers, reflecting the social and economic diversity of our communities. GGP actively seeks to collaborate with suppliers from various backgrounds, including women-owned businesses, minority-owned enterprises, and smallholder farmers. These partnerships not only contribute to their economic empowerment but also help build a more inclusive and resilient local food system.

Local suppliers are defined as businesses operating within Indonesia, where the majority of our operations take place. We strive to maximize procurement from local sources while maintaining the high quality standards set by the Company. Through this approach, we aim to support the development of competitive local suppliers who are capable of meeting our business requirements. Where local suppliers are not available or unable to meet certain needs, we partner with international vendors.

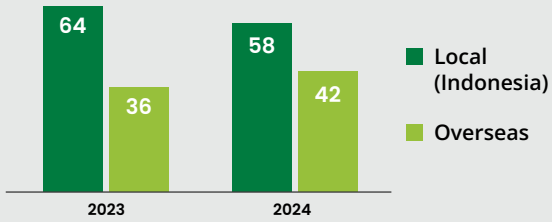
Information on supplier data can be found on page 170.

Our integrated operations in Lampung showcase our commitment to local engagement. For instance, we source supplemental meals for factory workers from women's groups in the surrounding community and collaborate with local tailors to supply employee uniforms. These initiatives represent our tangible contribution to strengthening local economic capacity through an inclusive and sustainable supply chain approach.

Number of Suppliers by Supplier Origin [GRI 204-1]



Percentage of Purchase Value by Supplier (%)



Supply Chain Risk Identification and Mitigation

GGP recognizes that sourcing from farmers involves various risks and challenges that must be carefully managed. These risks include crop failure, supply disruptions, inconsistent product quality, price fluctuations, inadequate environmental management, and non-compliance by suppliers with environmental and labor regulations.

Risks related to raw material supply, whether from suppliers or farmers, are classified as operational risks. These risks are identified through the company's Enterprise Risk Management (ERM) process. The risk assessment results form the basis for determining mitigation actions to prevent or reduce potential risks. To mitigate supply chain risks, GGP conducts supplier evaluations and implements farmer development programs as part of its risk management strategy. [SASB FB-AG-430a.3]

In 2023, GGP also performed a climate-related risk and opportunity assessment based on the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. This assessment adds to the existing risk evaluations and strengthens GGP's approach to managing climate risks in the supply chain. [SASB FB-AG-440a.1]

Safe and High-Quality Products [GRI 13.10.1]

GGP's products are widely recognized for their high quality, making us a trusted partner to numerous global brands and retailers. This reputation stems from our strong commitment to sustainable agricultural practices that ensure not only the consistent quality of our harvests but also support efficient and waste-free production systems.

From canned pineapples to fresh fruits, our products are designed to meet consumer needs with superior taste and variety. Every stage of our production process is supported by modern equipment and stringent quality and food safety management systems, ensuring that each product meets international standards and delivers confidence to consumers.

Our Products

Fresh Fruits

Our fresh fruit portfolio is cultivated through well-managed horticultural operations focused on our core crops: bananas, pineapples, and guavas. In Indonesia, our products are sold under the Sunpride® brand, while globally, we market them under the Oriji brand ®.

GGP is committed to delivering fresh, nutritious fruits to consumers around the world. The strength of our products lies in the application of best agricultural practices, the consistent use of high-quality planting materials, and innovations driven by consumer needs. This commitment is validated by Global G.A.P certification for our bananas, pineapples, and guavas, which reflects our compliance with international standards for sustainable agriculture, food safety, traceability, and environmental protection.

We are proud to offer products that are free from genetically modified organisms (GMOs), reflecting our dedication to natural and healthy food. This policy not only assures consumers that they are enjoying pure and safe fruit, but also supports responsible and sustainable agricultural practices. [SASB FB-AG-430b.1]

During the reporting year, 100% of our fresh fruit production including pineapple, banana, and guava was certified in accordance with the Global G.A.P. standard. [GRI 13.10.4]

Processed Fruit Products

GGP operates integrated pineapple plantations alongside a dedicated processing facility for pineapple-based products. Our range of processed fruit products includes canned pineapples, frozen concentrated pineapple juice (FCOJ), plastic-packaged concentrated pineapple juice, and tropical fruit salad (TFS) available in cans, cups, and pouches. For the domestic market, we produce canned pineapple, fruit juices, and banana chips under the Sunpride Lyfe brand. These beverages are made using 100% pure fruit juice, with no added artificial ingredients.

We use fresh fruit harvested from our own plantations as raw material, and all processing is carried out in accordance with international food safety standards to ensure the highest quality from production to consumption. Our production facility is certified under several globally recognized food safety and quality systems, including ISO 22000:2018, the FSMA Preventive Controls Preparedness Module (aligned with U.S. FDA food safety regulations), and certifications under the Global Food Safety Initiative (GFSI) such as the BRC Global Standard (BRCGS) for Food Safety Issue 9 and the IFS Food Standard Version 7.

Beyond food safety, we are committed to meeting the diverse needs of our customers. All of our processed fruit products are 100% certified Halal and Kosher, reflecting our dedication to inclusivity and product integrity.

During the reporting year, 100% of our processed fruit production, including canned pineapple, frozen concentrated pineapple juice, plastic-packed concentrated juice, and TFS in cans, cups, and pouches, was certified under the following standards: ISO 22000:2018, FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety Issue 9, and IFS Food Standard Version 7. [GRI 13.10.4]

Sunpride RTD (Ready to Drink) Juice

As part of GGP's ongoing commitment to delivering high-quality and healthy products, we introduced a new innovation under the Sunpride brand: Sunpride RTD (Ready to Drink) Juice. This product comes in a convenient canned format, designed to meet the needs of consumers seeking a healthy and practical beverage option.

Sunpride RTD Juice is made from 100% pure fruit juice with no added sugar, artificial coloring, or preservatives, making it a natural and nutritious choice. The juice is available in five refreshing tropical flavors: Pineapple, Pineapple-Guava, Pineapple-Passion Fruit, Pineapple-Apple, and Pineapple-Mango. Each variant is crafted to deliver an authentic tropical fruit experience.

The production of Sunpride RTD Juice follows strict food safety standards and employs pasteurization technology to maintain product quality and freshness until it reaches consumers.

Through this product launch, GGP has expanded its presence in the Fast-Moving Consumer Goods (FMCG) segment while reinforcing Sunpride's position as an innovative brand that is responsive to evolving market demands.

Ensuring Product Quality and Safety [GRI3-3]

At GGP, product quality and food safety are top priorities throughout our production process. Our commitment is reflected in the implementation of rigorous standards from sourcing raw materials to manufacturing and final packaging. Every stage is carefully controlled to ensure the freshness, integrity, and safety of our products.

We prioritize high-quality, fresh ingredients sourced from our own plantations and trusted local farmers. These raw materials undergo rigorous inspection and testing to ensure compliance with international food safety standards. Our use of modern facilities and advanced production technologies further supports our efforts to consistently deliver safe, high-quality products.

To guarantee food safety, our production facilities strictly apply food safety and quality management systems. Our fruit processing operations are certified under several internationally recognized food safety standards, including ISO 22000:2018, the FSMA Preventive Controls Preparedness Module, BRCGS for Food Safety, and the IFS Food Standard. These certifications provide our customers with assurance that our products meet the highest standards of quality, safety, and regulatory compliance.

GGP also implements the Hazard Analysis and Critical Control Points (HACCP) system, a structured approach to identifying, evaluating, and controlling food safety risks. HACCP is an integral part of the food safety protocols required by our certifications and enables us to effectively manage risks across our entire supply chain, ensuring safe and high-quality products for consumers.

Our risk assessment and management systems include contingency planning and emergency response procedures. Risk assessments are conducted at least once a year or whenever there are changes in processes or materials. Risk management covers the entire production chain, from raw material intake to finished product delivery. We assess potential risks and impacts based on physical, chemical or radiological, biological, allergenic, and GMO-related criteria. [GRI 416-1] [GRI 13.10.2]

All GGP production facilities undergo annual third-party audits conducted by accredited certification bodies or certified external auditors. These audits verify our compliance with established food safety standards. Details of GGP's certifications can be found in the chapter titled "About PT Great Giant Pineapple."

In the reporting year, external audits conducted at GGP's production facilities found no major nonconformities in relation to the requirements of the food safety standards under the Global Food Safety Initiative (GFSI), specifically BRCGS for Food Safety and IFS Food Standard.[GRI 13.10.3] [GRI 416-2] [SASB FB-AG-250a.1]

Safeguarding Product Health and Quality (Health & Nutrition Program)

GGP is committed to delivering food products that are not only delicious but also safe and healthy for consumers. This commitment is realized through the implementation of science-based policies and programs designed to ensure nutritional quality and protect product health throughout the entire value chain

To manage the nutritional quality of its products, GGP, through its New Product Development (NPD), Quality Control (QC), and Quality Assurance (QA) teams, implements a Nutritional Profiling System (NPS). This system provides a structured approach to evaluating the nutritional composition of products. It enables the assessment and categorization of products based on key health indicators, with a particular focus on nutrients that require careful monitoring, such as sugar, sodium, and fat.

During the reporting year, there were no product recalls related to warnings or notices issued by the Indonesian Food and Drug Authority (BPOM) concerning GGP products. [GRI 13.10.5] [SASB FB-AG-250a.3]

Nutritional Profiling System Steps

1 Initial Nutrient Data Collection

Collect product ingredient details and amounts using internal Excel data and lab results. Calculate energy, total and added sugar, saturated fat, sodium, fiber, and pure fruit content.

2 Lab Testing

Test the product in a lab. At minimum, test for energy, sugars, saturated fat, sodium, fiber, and vitamin C (if claimed on the label).

3 Calculate NPS Score

Compare the results with NPS standards to see if the product is healthy. Use the score to decide if the product needs changes or can be approved.

4 Review and Validate

Check if the product meets health limits from regulators (like BPOM or Codex). If not, review and adjust the recipe (e.g., lower added sugar).

5 Approval and Documentation

The final results are approved as part of the product specification documents, updated in the nutrition labels, and archived for both internal and external audits.

Aligned with the results of the Nutritional Profiling System (NPS), GGP has established quantitative targets to improve the nutritional quality of its products. A key objective is reducing sugar content through the "Less Sugar 60%" initiative, which aims for 60% of our product portfolio to contain lower sugar levels compared to previous standards. Similar targets have also been set for reducing fat, salt, and other additives, as part of our commitment to supporting healthier lifestyles.

To promote transparency and accountability, GGP conducts regular reporting on the progress of its health and nutrition targets. These reports reflect both the achievements and challenges faced during product reformulation and serve as tools for internal evaluation as well as a means of open communication with stakeholders.

In developing new products, GGP adheres to clear nutritional criteria based on three main components: basic product information (such as net weight and ingredient list), nutritional facts, and certified health or nutrition claims. These components guide internal product innovation and provide transparent, easy-to-understand information for consumers seeking to make informed dietary choices.

From a product design standpoint, GGP adopts portion-controlled packaging as a practical solution to help consumers better manage their daily nutritional intake. This approach is intended to promote healthier eating habits by making it easier for individuals to monitor and control portion sizes.

In addition, all GGP products are developed to comply with established health and nutrition criteria, aligned with reputable external standards. This includes compliance with regulations set by Indonesia's National Agency of Drug and Food Control (BPOM). Certification from BPOM serves as an added assurance of the safety, quality, and regulatory compliance of our products in the marketplace.

Product Quality and Recall Management

GGP implements an integrated quality management system based on ISO 9001 standards to ensure that every product meets established quality and safety requirements. This system covers preventive measures, control processes, and the handling of defective products, both internally and in response to external feedback.

As part of early prevention and corrective action, GGP has established specific procedures for managing defective products. These procedures include identification, root cause investigation, and the recall and disposal of any product that does not meet quality specifications. Each stage is supported by detailed technical steps and clearly defined responsibilities across relevant departments.

To ensure the system is consistently and effectively implemented, GGP conducts regular internal audits of its quality management system. These audits are scheduled every six months and cover various operational units including Quality Assurance, Production, Engineering, Warehouse, and Maintenance. The audit process plays a critical role in identifying potential deviations, evaluating the effectiveness of corrective actions, and promoting continuous improvement across operations.

To enhance internal competencies, GGP provides regular training on quality management systems for its employees. In the reporting year, 20 participants from various departments participated in sessions designed to deepen their understanding of quality procedures, internal auditing practices, and relevant industry standards.

In parallel, GGP has established a dedicated mechanism to facilitate effective communication with external stakeholders regarding product-related issues. This system includes clear reporting channels, structured documentation processes, and a defined follow-up protocol to address complaints submitted by customers, distribution partners, or end-users.

Through this comprehensive approach to quality control and product recall management, GGP continues to build customer trust by ensuring product integrity, promoting transparency, and demonstrating a commitment to continuous improvement.

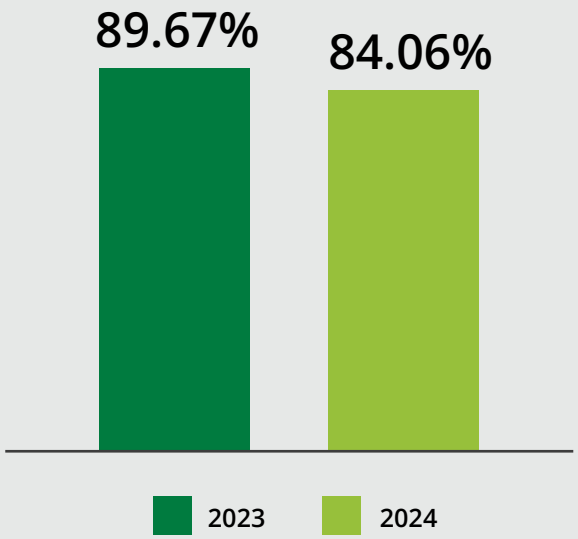
No product returns were recorded due to defects during the reporting year.

Listening to Our Customers

GGP regularly conducts customer satisfaction assessments to identify service needs, evaluate how well those needs are being met, and address potential issues accurately and objectively. In the reporting year, GGP carried out a customer satisfaction survey focusing on its processed pineapple products and related services.

Although there was a decline in customer satisfaction from 2023 to 2024, the survey results showed that overall satisfaction remained above the established target of 80%. This indicates continued trust and satisfaction with the quality of our products and services. Distribution-related factors were identified as the primary cause of the decline and have been prioritized for corrective action. A detailed summary of customer satisfaction survey results over the past three years can be found on page 170.

Customer Level of Satisfaction (%)



Target for Environmental Education and Advocacy to Consumers

We aim to engage consumers in reducing carbon footprints through various initiatives.

Quality Products Begin with Traceability

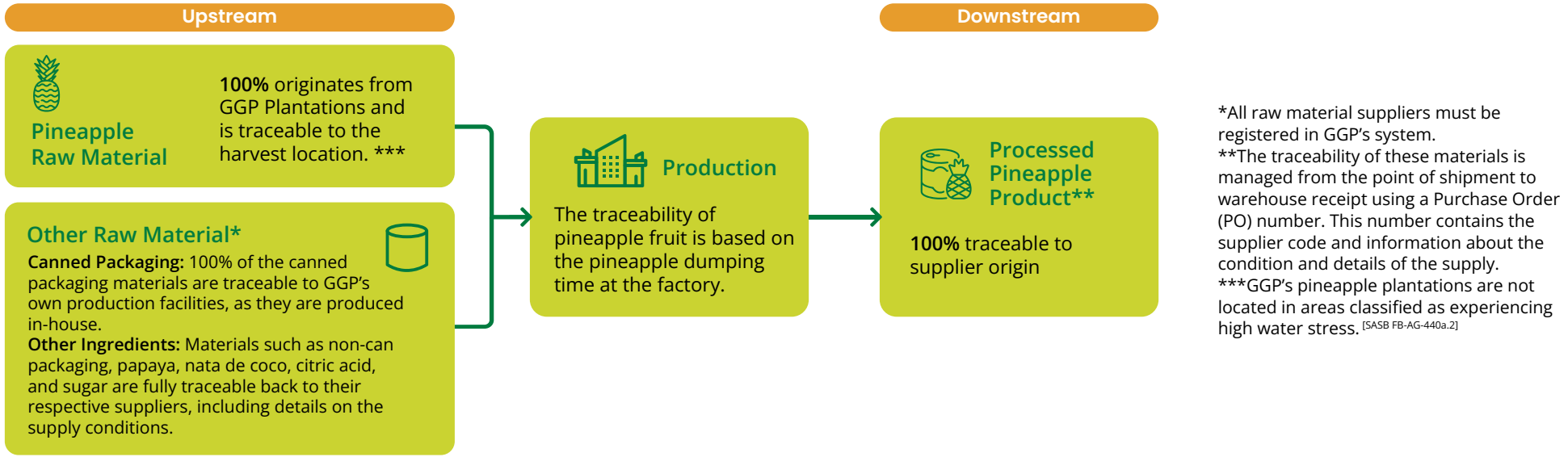
Improving product quality is a top priority for GGP, and this is implemented through a robust product traceability system. Traceability plays a critical role in ensuring product safety and integrity. The system enables the Company to identify and address potential quality issues across the supply and production chains promptly and accurately. By tracing the origin of raw materials, the Company can verify the quality, authenticity, and compliance of its products with applicable standards or certifications. This capability allows for enhanced control over the entire supply chain and significantly reduces the risk of using substandard raw materials.[GRI 13.23.1]

GGP's operational site is integrated with other business units of GGF, including the PT Bromelain Enzyme (BE) facility, located in Lampung. This integration, along with the implementation of a circular economy approach for BE raw materials, enables a high level of control over both the quality and traceability of raw materials.

For processed pineapple products, GGP sources all raw materials exclusively from its own plantations. A traceability system is applied starting at the plantation level, enabling each pineapple to be traced back to its exact harvest location. At the processing stage, traceability is further maintained through detailed records of the dumping time at the factory, ensuring continuity and accuracy in tracking the fruit throughout the production process.In the case of other raw materials sourced from external suppliers, traceability is achieved through the Purchase Order number. This number contains supplier codes and detailed information about the supply, including production dates and quantities. Downstream, every canned processed pineapple product is marked with a code that provides traceability information for the raw materials used. An illustration of the traceability system for both upstream and downstream processes in pineapple production is provided below.

To ensure the effectiveness of this traceability system, GGP conducts annual traceability drills and performs traceability audits every three years. By regularly carrying out these exercises and audits, GGP strengthens its traceability system, enhances the accuracy and efficiency of tracking processes, and ensures compliance with relevant certification standards.

Traceability from Pineapple Plantation to Processed Pineapple [GRI 3-3][GRI 13.23.2]



*All raw material suppliers must be registered in GGP's system.
**The traceability of these materials is managed from the point of shipment to warehouse receipt using a Purchase Order (PO) number. This number contains the supplier code and information about the condition and details of the supply.
***GGP's pineapple plantations are not located in areas classified as experiencing high water stress. [SASB FB-AG-440a.2]

Ensuring Traceability of Fresh Fruit Products

All fresh fruit products from GGP plantations are traceable to their planting locations through a traceability system. Each product can be tracked using a code on the packaging box, which links to the packing house (PH), then to the original farm, crop care activities, and even the quality of supporting materials such as pesticides and fertilizers. These details are recorded in an integrated information system, which is tested and reviewed at least once a year to ensure the traceability process remains accurate, effective, and efficient.

Great People, Thriving Culture

Managing Talent, Driving Sustainability [GRI 3-3]

In pursuit of our vision, "Bring Nature's Best to the Table," human capital development is a key priority for the PT Great Giant Pineapple (GGP).

We believe that people are the cornerstone of long-term business growth and sustainability. Our human capital management is guided by the GREAT People pillar of our sustainability framework, reflecting our commitment to building a competent, ethical, and dedicated workforce. GGP actively supports employee capacity building and community empowerment through various training and capacity-building programs. These efforts support our goal of strengthening human resources as a pillar of inclusive and sustainable growth.

This commitment is implemented through a human capital strategy built on three core pillars:

In line with the GREAT People pillar, GGP runs a range of programs that enhance the employee experience. These initiatives are designed to attract, retain, and engage top talent. A key program is the People Capability Development Program, which supports employees throughout their career journey, from entry to retirement. For high-performing employees, the EAGLE program serves as one of the main mechanisms in GGP's leadership promotion process and prepares employees for mid- to executive-level managerial positions. We also offer two tailored career paths, structural and functional, based on individual capabilities and aspirations.

All of GGP's human capital programs are anchored in our Employee Value Proposition (EVP): Grow, Great, Fun. Grow reflects our commitment to fostering a work environment that supports personal and professional development, leadership, and innovation. This is achieved through meaningful learning opportunities and flexible, accelerated career growth. Great represents our pursuit for exceptional achievements and the adoption of progressive digital technologies, supported by recognition that goes beyond financial compensations. Fun, on the other hand, promotes a collaborative, creative, and dynamic workplace culture, where employees enjoy a healthy balance between work, recreation, and personal life. This is further supported by well-being programs that focus on the mind, body, and spirit.

As part of our efforts to support the implementation of human capital strategies, GGP has developed Genesys (GGF Employee Self-Service System).This is an integrated portal for various human resource needs, designed to improve convenience and efficiency in employment services.

Organization Strategy
To ensure that GGP organizational structure and ways of working are aligned with company goals and support the growth of each business unit, while remaining adaptable to market dynamics.

People Strategy
Plays a key role in ensuring continuous fulfillment of talent needs by developing both leadership and technical skills in a sustainable manner.

Culture Strategy
Aims to cultivate a dynamic and competitive work culture based on our company's core values: Governance, Reliability, Excellence, Agility, and Teamwork (GREAT Values).

Highlights of 2023–2024

Total Employee Training Hours

149,551.60
hours

Total training participants

42,563
employees

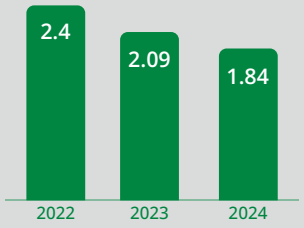
100%
of employees received performance evaluations

Human Capital Awards and Recognition (2023-2024)

- Gold – Excellence Learning and Development, HR Excellence Asia Awards, 2023
- Winner – HR Excellence in Learning & Development and Knowledge Management, HR Excellence Awards 2023, SWA Magazine
- 2nd Winner – Employer Branding & Talent Acquisition, HR Excellence Awards 2023, SWA Magazine
- 2nd Winner – HR Digitalization & People Analytics, HR Excellence Awards 2023, SWA Magazine
- 1st Winner (Gold) - #1 in Most Innovative HR Program, Stellar Workplace Awards 2024
- 1st Winner – Best Company in Creating Leaders From Within, HR Excellence Awards 2024, SWA Magazine
- 5 Stars Top Human Capital Awards, Top Human Capital Award, 2024
- 1st Place Winner in the Corporate PR category, 2024
- Top 3 Most Innovative Digital-Driven Engagement Program, Stellar Workplace Awards 2024
- Top 5 Stellar Workplace Awards for Large Size Employer, Stellar Workplace Awards 2024

Occupational Health and Safety Performance

Total Recordable Incident Rate (TRIR)



Total OHS training sessions conducted

56 classes

Total OHS training participants

2,980 employees

Total fatality rate = 0

Contribution to Sustainable Development Goals (SDGs)

Achievements in Outstanding Human Capital Management

In 2023, PT Great Giant Pineapple (GGP) received a prestigious award at the HR Excellence Asia Awards, which honors best and innovative HR management practices across Asia. GGF received the Gold Award in the Learning and Development category, recognizing the company's dedication to enhancing employee capabilities and fostering continuous development.

Building on this success, in 2024 GGF was again honored with the 5 Stars Top Human Capital Award. This award underscores GGF's effective alignment of human capital management strategies with sustainable business growth objectives.

Digitalization of Human Capital Management: The Innovation Journey with Genesys

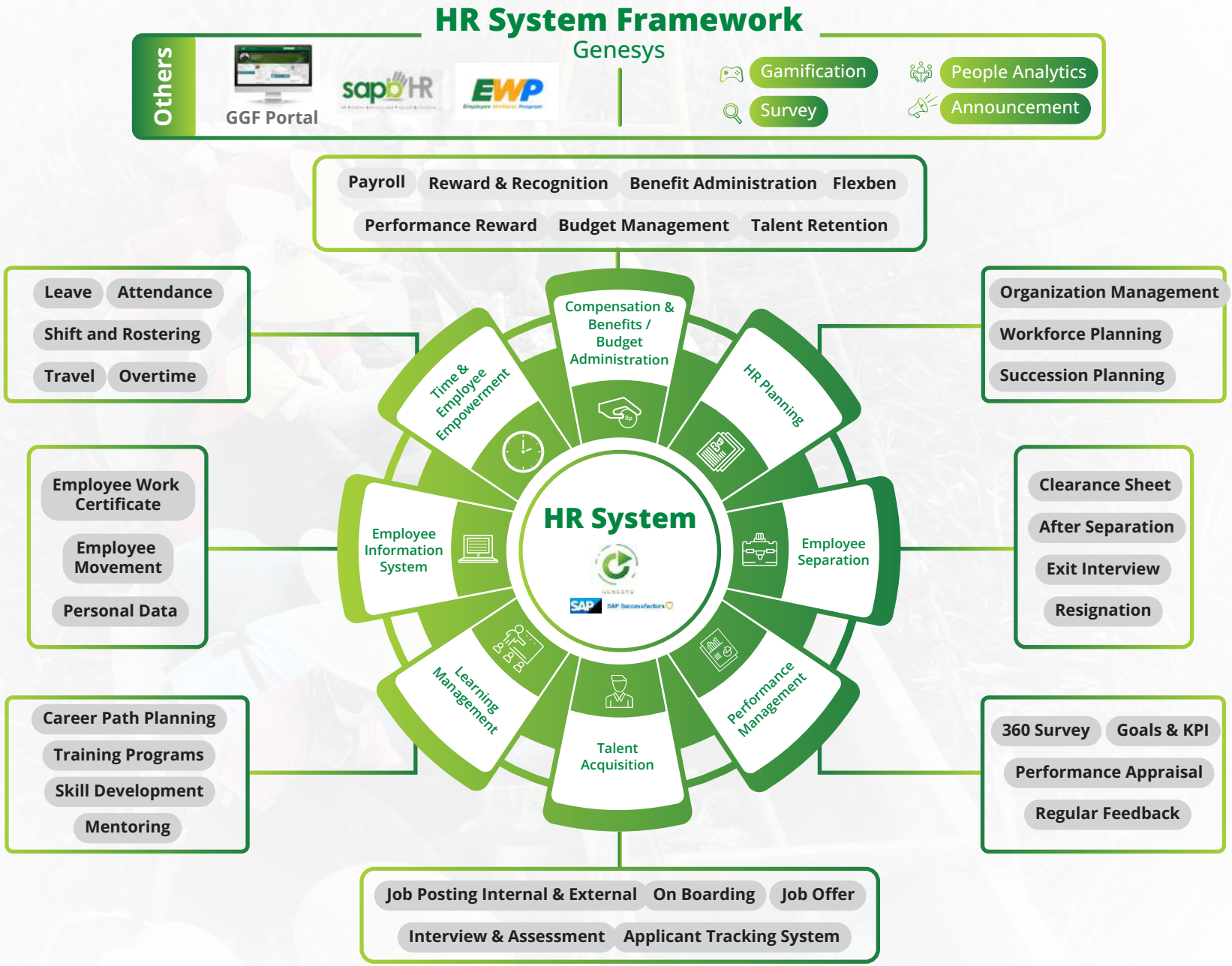
As a company committed to innovation, GGP believes that technology is a key enabler in creating simpler, leaner, and more adaptive work processes. This enhances business agility and enriches the employee experience throughout their lifecycle. Aligned with this vision, GGP began its digital transformation of human capital management in 2014 by implementing SAP HCM as a stable and robust system foundation.

Building on this, in 2017 GGP introduced Genesys (GGF Employee Service System), an integrated portal that serves as the core HR management system for all GGF business units, including GGP.

Genesys acts as a strategic tool for HR transformation, offering comprehensive modules covering HR Planning, Talent Acquisition, Employee Information Systems, Time & Attendance, Compensation & Benefits Administration, Performance Management, Learning Management, and Employee Separation. The system integrates three core service pillars: Employee Self Service, which provides fast, integrated, and high-quality services; HR Strategic Module, which supports performance management, succession planning, employee development, and SAP-based data-driven learning; and Employee Portal & Service Center, which enables easy access to a wide range of HR applications and services through the SapaHR platform.

Over the time, Genesys has been continuously enhanced to deliver a better employee experience and support a strong workplace culture. From 2023 to 2025, the system's development has focused on strengthening technology to boost productivity and employee engagement. Genesys is now equipped with a more user-friendly, web-responsive interface; interactive email integration for formal collaboration and automated approvals; and the use of WhatsApp as a channel for communication, approvals, and AI-based chatbot support. Additionally, Microsoft Teams has been integrated to streamline internal communication and approval processes.

Through Genesys, GGP not only simplifies and automates HR processes but also centralizes employee data and enables data-driven decision-making. Genesys now serves as a dynamic foundation that supports a digital work culture and delivers an integrated employee experience across the organization.


HR System Framework
Genesys
Others
GGF Portal
Gamification
People Analytics
Survey
Announcement
Payroll
Reward & Recognition
Benefit Administration
Flexben
Performance Reward
Budget Management
Talent Retention
Leave
Attendance
Shift and Rostering
Travel
Overtime
Organization Management
Workforce Planning
Succession Planning
Employee Work Certificate
Employee Movement
Personal Data
Clearance Sheet
After Separation
Exit Interview
Resignation
Career Path Planning
Training Programs
Skill Development
Mentoring
360 Survey
Goals & KPI
Performance Appraisal
Regular Feedback
Job Posting Internal & External
On Boarding
Job Offer
Interview & Assessment
Applicant Tracking System
HR System
Compensation & Benefits / Budget Administration
HR Planning
Employee Separation
Performance Management
Talent Acquisition
Learning Management
Employee Information System
Time & Employee Empowerment

Game On: Transforming Work Culture for Meaningful Contribution

To address the challenges of a generational gap and shifting workforce composition, GGP is driving a cultural transformation from loyalty-based to performance-based through a meritocratic approach. To reinforce this shift, GGP has integrated gamification into the Genesys system as part of its efforts to create a modern, participatory, and competitive work environment.

Gamification is implemented through the GGF Café Benefit – My Great Journey platform, designed to foster a more personalized and dynamic employee experience. This system actively engages employees, provides meaningful recognition for real contributions, and promotes transparent and measurable employee development. More importantly, it creates a positive feedback loop that drives both short-term performance and long-term engagement and success.

The system features four main programs tailored to individual preferences and goals:

My FlexBen:
A flexible benefits program that allows employees to select benefits based on their personal needs.

My Project:
A project-based reward scheme that acknowledges strategic contributions beyond core responsibilities.

My Grant:
A points-based system that rewards employees who go above and beyond in driving company success.

My Fun:
Integrates fun and productivity to create a more enjoyable and motivating work environment.

Through this gamification approach, GGP not only builds an objective performance management system but also delivers a more personal, relevant, and meaningful work experience for all employees.

Employee Statistics[GRI 2-7] [GRI 2-8]

As of the end of 2024, GGP employed a total of 30,233 employees, all of whom are Indonesian citizens. These employees are distributed across the company's head office in Jakarta and various operational areas in Lampung Province.

In terms of age distribution, the majority of employees fall within the 31–50 age group (59%), followed by those under 30 years old (28%) and those over 50 (13%). This age composition reflects a balance between experienced personnel and younger generations, supporting a dynamic work environment while ensuring leadership regeneration and organizational sustainability.

GGP also continues to promote the active role of women at all levels of the organization, including managerial positions. This effort is part of the company's ongoing diversity and inclusion strategy, aligned with its vision of creating a fair workplace for all employees.

Currently, the workforce is composed of 66% men and 34% women. GGP is committed to creating a more equitable and inclusive work environment, including by setting a target to increase the proportion of women to 30% by 2028. As of the end of 2024, female representation had reached 34.1%, surpassing this target.

Female representation in managerial positions, from first-line to middle and top management, is currently recorded at 18.9% and 27.5%, respectively. GGP aims to increase this proportion to 20% for first-line and middle management levels, and to 25% for top management by 2028. Meanwhile, in the sales sector, women currently occupy 20.1% of total available positions. The company has set a target of 17% for this area, taking into account strategic needs and long-term projections.

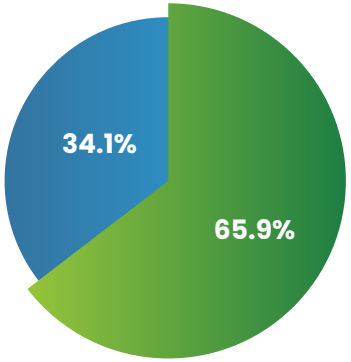
In addition, 21% of GGP's total employees have an educational background in STEM (Science, Technology, Engineering, and Mathematics), with women representing 46% of this group. This marks an increase from the previous year's figure of 40%, with a target of reaching 50% female representation by 2028. This reflects progress in promoting women's participation in science and technology fields. Details on gender diversity targets by job level can be found on page 171.

In its plantation operations, GGP engages seasonal workers to carry out various temporary tasks such as planting, maintenance, and other supporting activities. The majority of these workers are residents from communities surrounding the operational areas, with the largest concentration in Lampung Province. This practice is in line with the company's commitment to empowering local communities and serves as a tangible contribution to creating shared value for the surrounding environment. To ensure all processes comply with applicable labor standards, the company routinely conducts Seasonal Worker Audits as a form of continuous monitoring and evaluation.

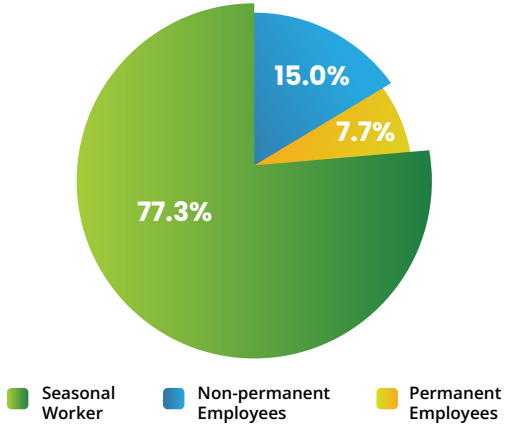
During the reporting period, GGP engaged non-direct workers in the form of interns who were assigned to support user departments based on specific projects. In 2023 and 2024, the number of interns involved reached 71 and 82 individuals, respectively. All interns received task orientation and supervision throughout their assignments and worked in an environment that upholds safety and work ethics. Comprehensive data on employee distribution by gender, age, and job level is available on page 172.

Employee Statistics per December 31, 2024

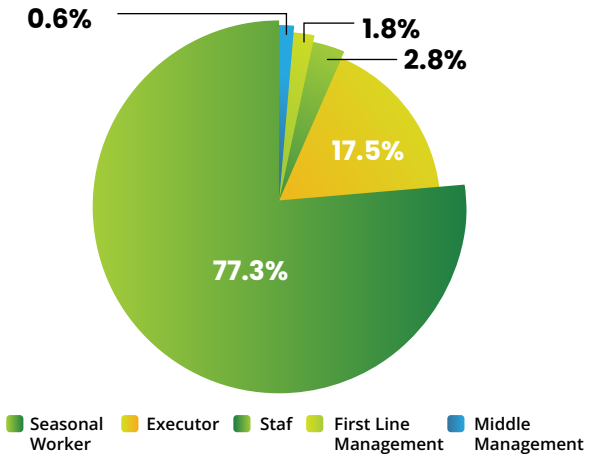
Based on Gender



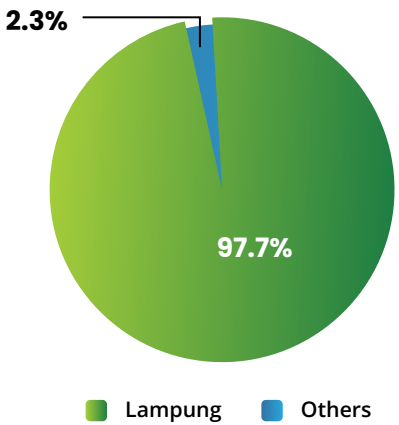
Based on Employment Status



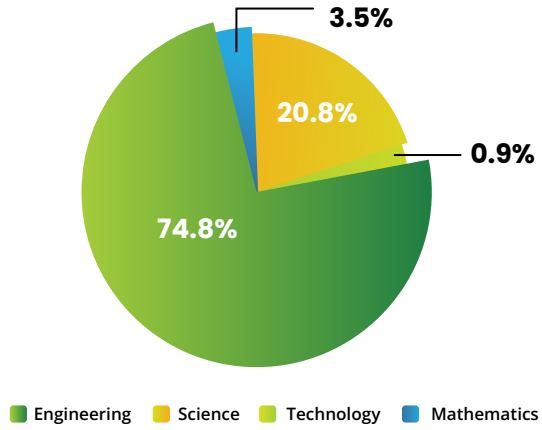
Based on Position Level



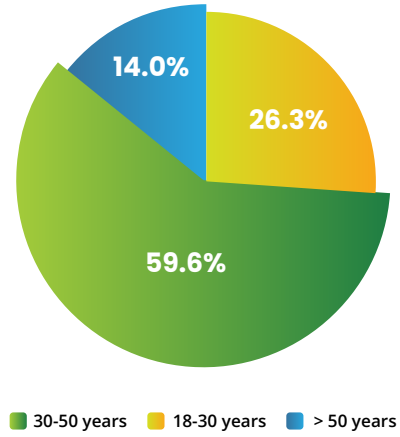
Based on Location



Based on STEM



Based on Age



Internal Human Capital Development [GRI 3-3] [GRI 404-2]

As part of its strategy to build a sustainable talent pipeline, GGP has established a comprehensive human capital development ecosystem that combines learning methods with supporting infrastructure. This approach focuses on enhancing both leadership and technical capabilities to meet the company's current and future needs.

GGP believes that strengthening internal capabilities is key to cultivating top talent. As such, the company places strong emphasis on internal promotion, supported by structured training and development programs. External recruitment is only considered when internal resources are insufficient and it is carried out in a targeted and strategic manner.

Since 2017, GGP has consistently implemented the People Capability Development Program as the foundation for its talent management efforts. To support this strategy, GGP has established training centers that deliver tailored programs based on job-specific requirements.

GGP's human capital development is built on four key pillars:

1. **Leadership Academy:** Offers development programs for young talent and professional leaders, including scholarships and advanced interactive digital learning experiences.
2. **Functional Academy:** Provides specialized training in areas such as plantation operations, manufacturing, sales, digital transformation, regenerative agriculture, and product innovation.
3. **Certification:** Provides technical professional certification opportunities for employees.
4. **Learning Center:** Equipped with an integrated digital ecosystem, expert facilitators, and learning infrastructure designed to enable adaptive and collaborative learning experiences.

Leadership Academy

To ensure the availability of strong future leaders, GGP has strategically designed and implemented the Leadership Academy program. This program targets both existing employees and newly recruited talent, particularly those entering through the Management Trainee (MT) program. The program incorporates a combination of coaching, mentoring, networking, and group training. All elements of this initiative are part of GGP's commitment to building a sustainable talent pipeline, strengthening its culture of internal promotion, and preparing adaptive leaders who are ready to face future business challenges.

Key leadership development programs include:

1. **EAGLE (Executive for Growth and Leadership Excellence)**
   Designed for high-performing employees being prepared for mid- to senior-level management roles. This program plays a central role in GGP's internal leadership promotion process.
2. **LEAP (Leadership Acceleration Program)**
   A Management Trainee (MT) program tailored for fresh graduates with outstanding potential but no prior work experience. Participants are groomed to become future leaders of the company.
3. **PLDP (Plantation Leader Development Program)**
   A specialized MT program focused on developing expertise and conducting applied research skills in GGP's plantation operations.
4. **Immersive Development Program**
   A talent development initiative designed to build leadership competencies and align participants with GGP's ideal leadership profile. The program also prepares individuals to take on MCR (Managerial Control Role) positions or improve team productivity.
5. **Certified Internship Program**
   A structured internship opportunity for university students that offers hands-on experience and formal certification, helping prepare them for future career opportunities.

Through a structured, progressive, and business-aligned approach, GGP remains committed to developing resilient, relevant, and high-impact leaders who can contribute meaningfully to the long-term sustainability of the company.

Functional Academy

Operating in the agribusiness sector presents a range of complex challenges, from managing expansive plantation areas and implementing appropriate agricultural technologies, to ensuring consistent performance and driving efficiency across all stages of the process. These challenges demand strong technical expertise and leadership skills from operational teams at every level.

To address these needs PT Great Giant Pineapple (GGP) established the Functional Academy, with the Plantation Academy as one of its key programs. This initiative offers a structured and continuous development framework tailored specifically to strengthen the readiness and technical capabilities of talent across all levels of plantation operations.

The Plantation Academy serves as an umbrella program that brings together various competency development initiatives, customized to match the role and seniority of each employee within the plantation area. Its core development pillars include:

Mandor Development

Aims to build strong technical expertise and frontline leadership skills for field supervisors.

Kasie Development

Aims at planning and supervisory capabilities at the operational level.

Kawil Development

Prepares regional leaders by strengthening their skills in strategic decision-making, sustainability, resource management, and operational efficiency.

PLDP (Plantation Leader Development Program)

A fast-track program designed for the development of future plantation leaders.

Through this approach, GGP is committed to building a capable, resilient workforce that can adapt to operational challenges and contribute to the long-term success of the company.

In addition, GGP implements a comprehensive development of its internal workforce to ensure sustained productivity and operational effectiveness. Training programs are designed to meet competency standards, encompassing both knowledge and soft skills, which serve as the fundamental foundation for improving individual and team performance.

By adopting a holistic and flexible training approach GGP continues to invest in developing a reliable, professional, and future-ready operational workforce, capable of meeting the evolving challenges of the agribusiness sector.

Beyond its structured and specialized development programs, GGP also consistently implements regular training initiatives focused on enhancing technical mastery and updating business processes across all employee levels. These initiatives ensure that all staff have access to relevant, current knowledge aligned with the company's operational goals.

The training sessions cover a wide range of strategies and are customized to meet the specific needs of each department. Areas of focus include:

Manufacturing Technical Development
A program designed to deepen employees' technical knowledge and understanding of manufacturing operations and processes.

Agricultural Technical Training
This module focuses on building technical skills for employees working in plantation areas, supporting improved agricultural practices and operational efficiency.

Data Analysis and Information Management Training
This program enhances employees' data analysis skills and promotes effective use of data in day-to-day decision-making. It also reinforces the company's commitment to fostering a data-driven work culture.

Research and Methodology Technical Program
Focused on improving the ability to conduct applied research and implement accurate methodologies, this training supports innovation and continuous improvement across GGP's operations.

Quality Management Technical Training
A training initiative that emphasizes understanding and applying quality management systems, quality control principles, and company-wide quality standards.

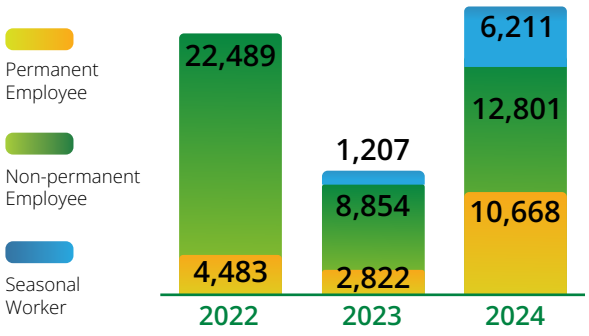
Each training topic consists of systematic and practical learning modules, designed to enhance productivity and strengthen employees' technical capabilities in a comprehensive manner.

In 2023, a total of 12,883 employees participated in training programs, accumulating 48,107 training hours, with an average of 17.03 hours per employee. In 2024, the number of participants increased to 29,680 employees, with a total of 101,405 training hours and an average of 19.87 hours per employee. The fluctuations in training performance from 2022 to 2024 reflect adjustments in program priorities and focus, based on effectiveness evaluations and actual needs in the field.

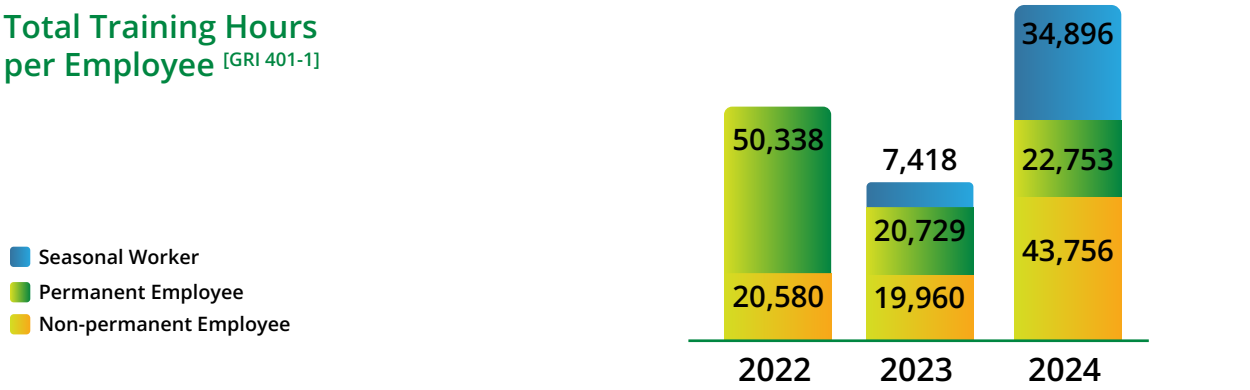
Through a systematic and regular training agenda, GGP is committed to fostering a dynamic learning ecosystem while ensuring the preparedness of human capital to sustainably support the achievement of the company's objectives.

Comprehensive details of employee training participation, including total headcount and cumulative training hours, are presented on page 175.

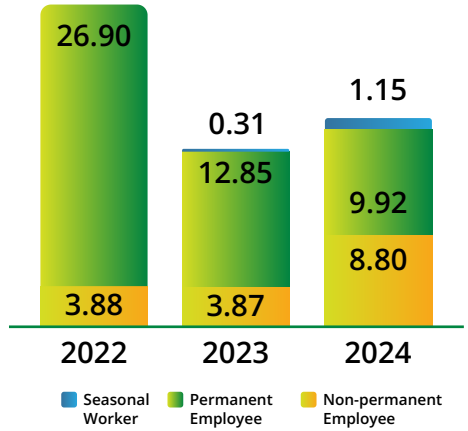
Total Number of Employees Participated in Training



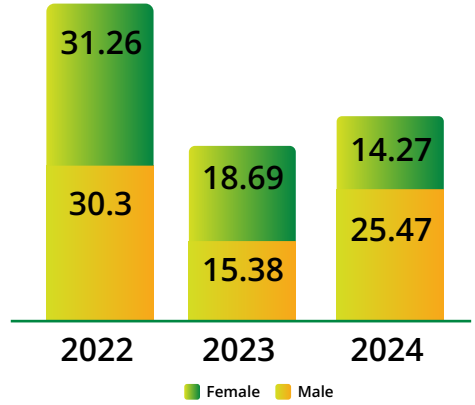
Total Training Hours per Employee [GRI 401-1]



Average Training Hours per Employee [GRI 401-1] [GRI 404-1]



Average Training Hours per Employee Based on Gender [GRI 404-1]



Talent and Career Management

GGP manages career development through its Talent Management framework, which aims to optimize the potential of every individual. We applied a dual career path system, allowing employees to grow either through a structural (managerial) path or a functional (expertise-based) path. This policy is intended to retain top talent by providing clear recognition, meaningful rewards, and well-defined growth pathways. Through this system, GGP ensures that every employee has equal access to career advancement opportunities and is empowered to contribute fully to the company's continued success.

LEAP and Plantation Leader Development Program: A Transformation Towards Strong Leadership

Since 2017, GGP has implemented the Management Trainee (MT) program, which consists of the Leadership Acceleration Program (LEAP) and the Plantation Leader Development Program (PLDP). These two programs serve as key initiatives to develop top talent for strategic positions within the company.

Designed over a 23-month period, LEAP and PLDP are designed to support new graduates in their transition into leadership roles. The programs help participants cultivate their individual strengths, enhance leadership capabilities, and prepare to effectively manage teams and performance. Throughout the process, participants also engage in a cultural education component, which includes training to bridge communication gaps between generations, particularly between leaders and trainees. Additionally, the LEAP program incorporates gamification elements that encourage project sharing and networking among trainees.

With leadership competencies developed through these programs, participants are well-positioned for promotion to strategic roles within the next 2 to 10 years.

Through LEAP and PLDP, GGP has successfully cultivated talent with a high sense of ownership and a strong understanding of the company's business operations. This has led to measurable improvements in productivity and operational efficiency. At the same time, the programs have enhanced human capital management by reducing external recruitment costs through the development of internal talent. In 2024, these initiatives significantly contributed to the company's internal succession pipeline and leadership readiness, with 38 promising individuals identified as ready to advance into critical roles.

LEAP Program	27 participants
PLDP Program	11 participants

Plantation Leader Development Program: Cultivating Knowledge, Gaining Experience

Participating in the Plantation Leader Development Program at GGP has been one of the most meaningful chapters in my professional journey. When I first joined, I thought I understood what it meant to work in the field—but the experience quickly showed me how much more there was to learn.

One of the biggest challenges I encountered was adapting to the dynamics of the plantation environment, where team members come from diverse cultural and educational backgrounds. At first, it was overwhelming. But over time, I came to see it as an opportunity to grow. I learned how to listen better, communicate more effectively, and approach differences with empathy. These lessons have shaped not only the way I work, but also how I lead.

The program pushed me to improve both my technical and soft skills. Task management, leadership, and stress handling became part of my everyday learning. The bootcamp and orientation prepared me well, but it was the real-life assignments, which were closely tied to actual job challenges, that helped me grow the most. Every task gave me a chance to apply what I learned and contribute meaningfully to the team.

Looking back, I see this program not just as training, but as a personal transformation. It helped me discover strengths I didn't know I had, and it set a strong foundation for the next steps in my career.

—

Eko Yuli Prabowo
Field Support and Irrigation
Sub Department Head
MT Plantation Leader Development Program, 2022–2024

Digital Transition Training: Accelerating Collaboration

At GGP, continuous employee development is a top priority, especially in keeping pace with the demands of the digital era. One of our key initiatives in this area is the Digital Transition Training, a program designed to support the shift to Microsoft 365 as our primary digital work platform.

This training goes beyond technical skills. It fosters a shift in work culture, encouraging more productive, collaborative, and agile ways of working. Through the program, employees are introduced to key principles such as Effective Communication, Optimized Meetings, and Seamless Collaboration.

With Microsoft 365, teams can now work more efficiently across departments, manage projects transparently, and maintain continuous communication regardless of time or location. This initiative has become a cornerstone in GGP's effort to build a responsive and high-performing workplace for the digital age.

Dynamic Learning Through Digital Innovation [GRI 3-3] [GRI 404-1] [GRI 404-2]

In line with our digital transformation agenda, GGP has been steadily advancing its technology-based learning ecosystem. Since 2018, we have developed a roadmap for implementing online learning as part of our strategy to grow professional talent and future leaders.

Our approach is built on an integrated multi-channel learning delivery system, hosted on GGP's internal digital platforms. This provides employees with a learning experience that is flexible, engaging, and sustainable, tailored to support optimal individual performance through strategic use of technology.

The learning system includes a variety of methods, such as public online courses, Learning Management System (LMS) modules, Micro Learning, and Blended Learning. The Human Capital Department curates content to suit each format, ensuring that every learning experience is relevant and impactful.

In the 2023-2024 reporting year, GGP also introduced innovative learning tools, including AI-powered learning experiences, AR/VR-based immersive platforms, and gamified digital features. These innovations are designed not only to boost engagement and discipline but also to enhance knowledge retention and long-term employee development.

By adopting this dynamic, tech-enabled approach, GGP continues to create a learning culture that is adaptive, forward-looking, and aligned with the evolving needs of the workforce.

Integrity in Recruitment [GRI 3-3] [GRI 401-1] [GRI 13.20.1]

At GGP, transparency and accountability are at the core of every human resource management process. Workforce planning is carried out continuously, aligning current talent composition with future business needs and growth strategies. Every stage of recruitment is conducted in an open, responsible, and professional manner.

The principles are aligned with the values set forth in the SA8000 Certification, which GGP has adopted as a guideline for fair labor practices. By implementing this standard, GGP reinforces its commitment to human rights, ensuring a respectful and protective work environment for all employees.

We are also firmly committed to nondiscrimination and equal opportunity. Every candidate is given fair consideration, regardless of race, gender, religion, or background. The selection process is objective and competency-based, focusing on qualifications and suitability for the role.

To attract a diverse range of candidates, GGP actively engages in employer branding through both online and offline channels. Our online presence includes platforms such as LinkedIn and other digital media, while our offline efforts involve participating in job fairs and campus hiring events across various regions.

Once applications are submitted, the entire recruitment process is conducted digitally through a platform integrated with Microsoft 365, including scheduling and conducting interviews.

In addition to external hiring, GGP encourages internal mobility through the Job Bidding Program. This program allows existing employees to explore new career paths by applying for available positions via the company's internal portal. The process is structured and digital, from application submission and supervisor approval to interviews and internal job offers. The program ensures smooth transitions without disrupting operations in the employee's current unit.

Through these initiatives, GGP fosters a recruitment environment rooted in integrity, fairness, and equal opportunity, supporting both company growth and employee development.

Efficient Recruitment Through Digital Systems

Since 2017, GGP has utilized Genesys, a digital platform for human resource management, including recruitment processes. As part of the company's ongoing digital transformation, this system continues to evolve to enhance efficiency, transparency, and accountability in workforce management.

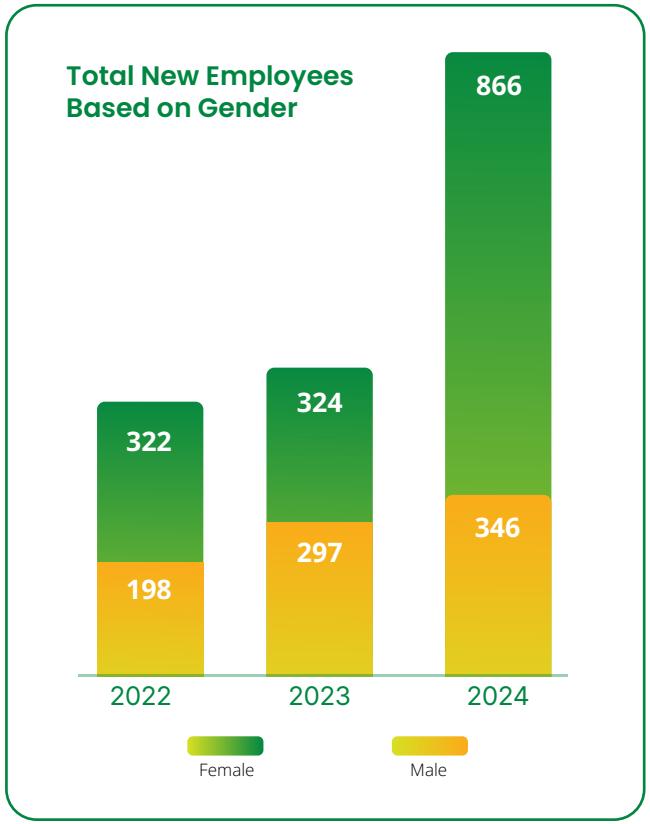
To stay aligned with the latest technological advancements, GGP has also introduced AI Interview technology as an initial stage in the employee selection process. This external platform is designed to assess candidates' skillsets and key competencies based on their responses to predefined questions.

The system analyzes each candidate's answers to evaluate how well they align with the requirements of the position. Results are presented in a scorecard format, making it easier for the recruitment team to summarize and compare candidate evaluations objectively.

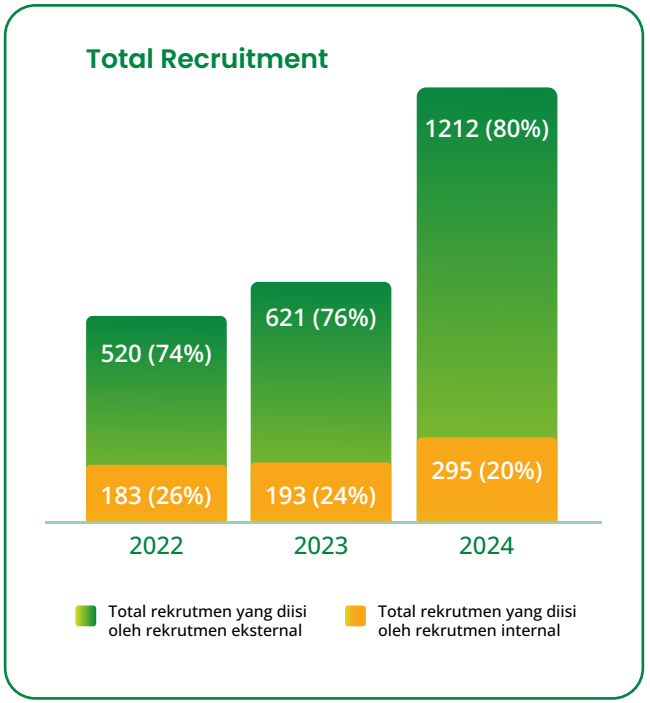
This tool is used specifically during the early screening phase and serves as a data-driven support system to complement the recruiter's judgment. It does not replace other stages such as CV screening or onboarding, but instead helps ensure a fair, consistent, and competency-based selection process from the start.

Through this initiative, GGP strengthens its commitment to smart, efficient, and technology-driven recruitment.

Total New Employees [GRI 401-1.a]



In 2023, 24%% of job openings were filled by internal employees. This figure reflects the company's strong confidence in its existing talent and its commitment to internal career development. In the following year, this proportion declined to 20%, in line with the company's need to recruit external talent to respond to evolving business challenges and dynamics. Nevertheless, the company continues to provide opportunities for internal employees to grow and fill various available strategic positions.



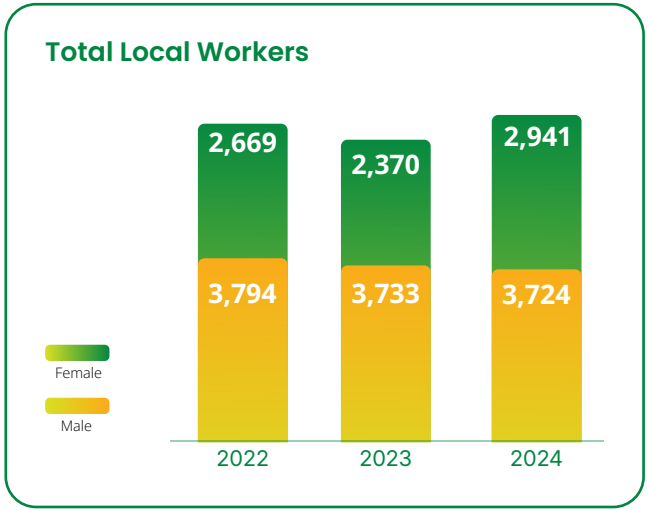
Detailed statistics on new employees at GGP during the reporting period are available on page 176.

Local Workforce

GGP's presence in Terbanggi, Lampung, is accompanied by a strong commitment to empowering the local community through the creation of employment opportunities for local residents. This initiative is part of the company's tangible contribution to supporting the social and economic development of the surrounding area.

GGP defines local workers as individuals residing in areas surrounding the company's operational sites. In practice, the majority of the workforce is sourced from the Lampung Province, reflecting the company's commitment to prioritizing regional potential.

The company ensures equal opportunities for local workers to fill various roles based on operational needs. Recruitment processes are conducted fairly and transparently, upholding labor rights in accordance with national and provincial regulations. In addition, local employees are provided with tailored training programs designed to equip them with the necessary skills and readiness to perform their duties in line with GGP's operational standards.

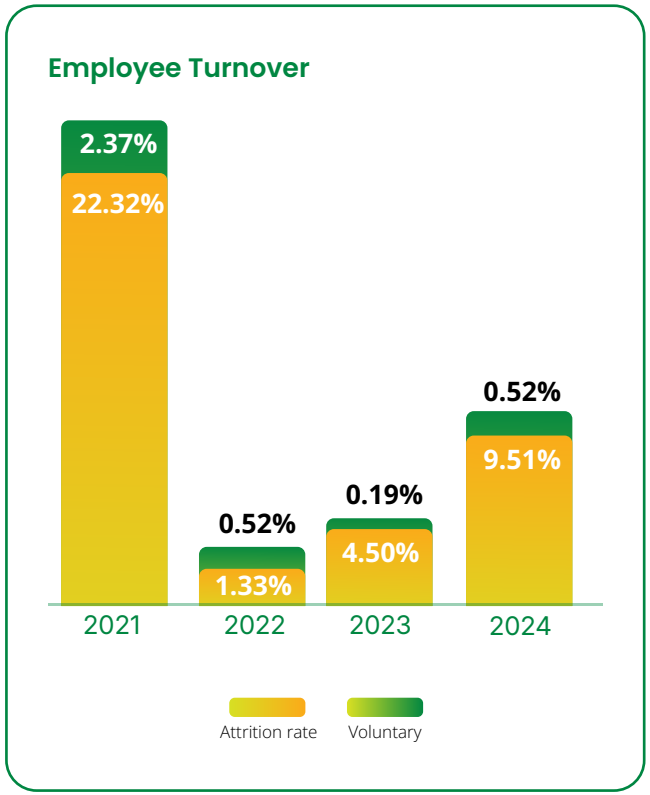


Based on the chart above, the number of male employees remained relatively stable from 2022 to 2024, while the number of female employees showed an increase in 2024 following a decline in 2023. This trend reflects the company's commitment to fostering inclusive employment opportunities, particularly for women within its operational areas.

Employee Turnover [GRI 401-1][GRI 401-1.a]

The human resource management program aims to develop a high-quality workforce capable of consistently contributing to the smooth operation of the company. Through effective management, employee retention rates have improved, while voluntary attrition and turnover rates have declined, as illustrated in the Employee Turnover chart below.

This is achieved by conducting exit interviews with employees who resign. The insights gained are used to inform the development of HR policies and programs. Additionally, the program includes succession planning to ensure that critical roles within the company are continuously filled when employee transitions occur.



Excellent Talent as a Pillar of Corporate Sustainability

GGP has designed a transparent, structured, and well-defined performance management process as a core element of its human capital development strategy. This process helps employees understand the company's expectations and supports them in achieving optimal performance outcomes. It also serves as a continuous evaluation mechanism to assess individual achievements over time. To enhance efficiency and objectivity, GGP utilizes digital infrastructure to monitor and assess performance effectively.

As a continuation of this process, GGP has established a structured career pathway to offer employees clear direction for their professional growth. By outlining defined progression opportunities, employees are empowered to advance within the organization. This effort reflects our ongoing commitment to fostering motivation and retaining high-performing talent who continue to grow together with the company.

Employee Performance Planning & Evaluation [GRI 404-3]

To foster a productive and collaborative work environment, GGP implements a structured approach to employee performance planning and evaluation across all levels of the organization. Performance planning begins at the start of each year with the establishment of Key Performance Indicators (KPIs) that are aligned with the company's strategic direction. KPI formulation involves both vertical and horizontal alignment. Vertical alignment ensures coherence from the corporate level down to individual employees, while horizontal alignment maintains consistency in targets across different units.

Performance is evaluated through regular and consistent monitoring throughout the year. Assessments cover key performance achievements, adherence to corporate values, and competency alignment. Evaluations are conducted by both direct and indirect supervisors. For top management, selective 360-degree feedback is employed to gather insights from multiple stakeholders. All evaluation results are then calibrated by the People Review Committee, taking into account business unit performance to ensure fairness and objectivity.

Following the calibration process, supervisors deliver the evaluation results to employees, explaining their contributions and how these impact compensation decisions. During the same discussion, KPIs for the upcoming year are jointly agreed upon to ensure target alignment moving forward. To support transparency and continuous improvement, GGP also conducts evaluation surveys, allowing employees to provide feedback on the performance management process.

GGP remains committed to enhancing employee performance through regular performance reviews and structured career development planning. The proportion of both contract and permanent employees who have undergone performance reviews can be found on page 180.

GGP's core values, GREAT (Governance, Reliability, Excellence, Agility, and Teamwork)—are embedded within the performance evaluation system, serving as qualitative criteria that reinforce the company's work culture.

Career Pathways [GRI 404-3]

GGP has developed a structured career path system that enables employees to grow professionally, whether in managerial roles or in specialist/functional roles, through a Dual Career Path framework. This system empowers employees to design and pursue a career track aligned with their interests, potential, and competencies, either through a managerial/structural pathway or a functional/specialist pathway.

In the Managerial/Structural Track, employees with demonstrated leadership potential can advance through positions such as Section Head, Sub-Department Head, and Division Head. Each level involves increasing responsibilities, ranging from managing small teams and daily operations to leading cross-functional strategies and shaping business plans.

Meanwhile, the Functional/Specialist Track allows employees to deepen their expertise in specific areas. Through roles such as Specialist, Expert, and Advisor, employees can become thought leaders in their respective fields, address complex challenges, and make significant contributions to business objectives, without the need to take on structural management responsibilities.

The dual-track career development system not only supports professional growth at the individual level but also plays a strategic role in helping the company retain and optimize its best talent. By providing equal opportunities for progression across both managerial and specialist tracks, GGP fosters a culture in which employees feel recognized, equipped to grow, and inspired to contribute at their highest potential.

As part of its ongoing human capital development efforts, GGP also provides opportunities for internal talent to move into promoted roles. In 2023 and 2024, a total of 673 employees were promoted. The majority, 650 promotions, were within the structural track. All promotions are carried out through an objective process that ensures equal opportunity for employees to advance their careers based on capability and contribution.

Integration of Human Rights in Human Resource Management

GGP upholds the principles of respect for human rights by aligning its operations with the fundamental rights of workers as outlined in the Universal Declaration of Human Rights and other international human rights agreements. While a formal Human Rights Due Diligence (HRDD) process has not yet been implemented, the company has begun laying the groundwork to ensure that respect for human rights is embedded across its operations and value chain.

Efforts undertaken include:

Issuance of Human Rights Policy

This policy serves as a guideline for all internal and external stakeholders, outlining appropriate conduct in line with human rights principles.

Fostering a Human Rights Respectful Culture

GGP actively promotes a corporate culture that respects and upholds human rights through the internalization of corporate values, employee training, and integration of human rights principles into the company's Code of Ethics.

Accessible Grievance Mechanisms

GGP has established open, safe, and accessible channels for reporting violations, both general ethical breaches and specific human rights concerns ensuring that all stakeholders have a voice.

An Inclusive and Non-Discriminatory Work Environment [GRI 13.15.5]

GGP applies principles of equality and diversity in all aspects of its business activities. The company is committed to fair employment practices that respect individual differences and guarantee equal treatment for all, in accordance with national legislation and international standards. [GRI 405]

These values are embedded in the Company's Code of Ethics, which guides all employment-related processes from recruitment and hiring to employee benefits administration. Every employee is treated equally, regardless of ethnicity, religion, gender, age, nationality, marital status, sexual orientation, physical condition, or any other background. This policy aims to foster a safe, inclusive, and discrimination-free workplace. [GRI3-3] [GRI 406-1]

All employment decisions are made based on professional qualifications and job performance. Any violation of these principles is met with decisive disciplinary measures in line with the Company's Code of Ethics and relevant labor regulations. GGP regularly implements awareness programs and training initiatives to promote understanding of non-discrimination policies and ensure adherence to the Code of Ethics throughout the workforce.

A Workplace Free from Violence and Harassment

The Company's Code of Ethics requires all GGP employees to maintain a workplace environment free from violence, threats, and intimidation, whether implicit or explicit. There is zero tolerance for any form of harassment, verbal, physical, or visual, that aims to create an uncomfortable, hostile, or oppressive atmosphere for individuals. Any violation of this policy will result in strict sanctions in accordance with applicable company regulations and prevailing laws. GGP is committed to fostering a safe and respectful work environment for all employees.

Child Labor and Forced Labor-Free Policy [GRI 13.20-1]

GGP does not tolerate forced labor, child labor, or human trafficking within its operations or among its partners. Every recruited employee is protected by a legally binding employment agreement mutually agreed upon. All terms concerning remuneration, benefits, working hours, and other employment conditions are transparently communicated and agreed with each individual.

We ensure that all workers hold valid official documentation and are at least 18 years of age, effectively preventing any occurrence of child labor. Candidates under 18 are automatically excluded during the screening conducted by GGP's Internal HR Data Center.

During the reporting year, there were **0 recorded incidents of discrimination and violence**; therefore, no action was required. [GRI 406-1] [GRI 13.15.4]

Fair and Harmonious Labor Relations

GGP fosters fair, harmonious, and mutually supportive labor relations as part of its commitment to responsible governance. These relations are founded on the principles of social dialogue and equality, in accordance with Indonesia's labor laws.

As a concrete manifestation, GGP has ratified the latest Collective Labor Agreement (CLA) valid for the period 2023–2025. This agreement serves as the principal framework governing industrial relations throughout GGP and has been officially signed and sanctioned under the applicable laws. The CLA takes the place of the earlier Company Regulation, offering a thorough framework for all labor relations within the relevant divisions.

The CLA is implemented across GGP's business units located in Lampung and forms the basis for regulating the rights and obligations between the company and its employees. In practice, industrial relations are also facilitated by the SPSI Labor Union – PUK FSPPP SPSI, which represents employees in negotiation and dialogue processes.

The company has a valid CLA that covers **100%** of permanent and contract employees, totaling 6,869 individuals at the end of the reporting period. All employees covered by the CLA receive labor rights in accordance with the outcomes of the collective bargaining process.

Freedom of Association [GRI 2-30]

GGP fully supports the right to freedom of association for all employees across its operational areas. This commitment is reflected in the establishment of a legally recognized labor union that safeguards employee rights. Every employee is given the freedom to choose whether to join the union at the beginning of their employment. In support of union functions, the company offers a range of facilities and resources. These include workspace, meeting room access, financial contributions, and supporting infrastructure to ensure their activities are conducted in an open and efficient manner.

Inclusive Work Environment for Women [GRI 3-3] [GRI 405-1] [GRI 13.15.1] [GRI 13.15.2] [GRI 13.15.3]

GGP is committed to creating an inclusive work environment through policies and facilities that support female employees, enabling them to fulfill their professional roles without neglecting their responsibilities at home and in society.

As a tangible expression of this commitment, GGP has introduced various policies and workplace facilities specifically designed to support women. To promote women's health and well-being, the company regularly conducts Visual Inspection with Acetic Acid (VIA) tests as part of its cervical cancer early detection program. This initiative forms part of GGP's broader Wellness Program, which actively promotes the overall health of its employees.

Recognizing the dual role of women in both professional and domestic spheres, GGP provides lactation rooms at its Jakarta headquarters and operational units in Lampung, breast milk storage facilities with supporting equipment, and daycare services in Lampung. These facilities are designed to enhance comfort and productivity for working mothers.

In the process of employee career development, we uphold the principle of gender equality. The company provides equal opportunities for both female and male employees to hold managerial positions, whether in structural or functional career paths. As of the end of 2024, women accounted for approximately 25% of all managerial positions, including 5 individuals in Top Management, 31 in Middle Management, and 147 in First Line Management.

Maternity Leave [GRI 3-3] [GRI 401-3]

GGP provides three months of maternity leave for female employees, with a guarantee of returning to the same position and continued salary payment. We also grant three days of paternity leave to male employees when their spouse gives birth, as a form of support for fathers' roles in the family.

Over the past two years, more employees have taken their parental leave rights. In 2023, 13 women (0.9% of 1,424) and 22 men (0.7% of 3,112) took parental leave. By 2024, the numbers increased to 36 women (1.5% of 2,400) and 128 men (4.2% of 3,052).

GGP consistently supports the fulfillment of parental leave rights. This is reflected in the 100% return-to-work rate from 2023 to 2024. All employees who took parental leave returned to work after their leave and remained employed for at least 12 months afterward. This demonstrates the effectiveness of our company policy in promoting work-life balance and maintaining workforce continuity.

Details on parental leave data can be found on page 180.

Grievance Management and Resolution

We provide multiple channels for employees to submit complaints, feedback, or suggestions related to the workplace, industrial relations, or adherence to agreed labor standards. Complaints can be submitted via the labor union, the Code of Conduct (CoC) hotline, or the whistleblower mechanism, which are accessible to all employees.

Every report is treated seriously and handled by the Human Resources Business Partner (HRBP) team and Industrial Relations unit. The company ensures the confidentiality of the whistleblower's identity and protects them from any form of retaliation, discrimination, or disciplinary action. This commitment is jointly upheld by the People Partner Team and the Labor Union Chairperson. To date, there have been no reports of discrimination submitted to the Human Resources department, indicating the effectiveness of GGP's systems and its strong commitment to employee rights protection.

GGP also regularly conducts risk assessments and due diligence on human rights issues in its labor practices. These assessments cover key areas such as child labor, forced labor, occupational health and safety, discrimination, disciplinary action, working hours, and compensation. To manage and resolve potential risks or disputes, the company has established a bipartite forum in collaboration with the labor union. This forum serves as a platform for dialogue, consultation, and deliberation, ensuring fair and transparent resolution of issues in accordance with the Collective Bargaining Agreement and applicable labor laws.

Employee Well-Being as a Top Priority [GRI 3-3]

GGP is committed to creating a work environment that prioritizes employee well-being and work-life balance. This commitment is reflected in our Employee Value Proposition — Grow, Great, Fun — with particular emphasis on the Great and Fun aspects, which form the foundation of our approach to employee well-being.

The Great value reflects our aspiration to be a place where every individual has the opportunity to achieve great things and exceed expectations. This commitment is embodied in our Reward Beyond Monetary philosophy, which recognizes that meaningful rewards extend beyond financial compensation. We aim to foster sustainable and impactful achievements that resonate personally with our employees.

Meanwhile, the value of Fun reflects our commitment to fostering a creative, collaborative, and dynamic work environment, while maintaining a balance between work, personal time, and enjoyable activities. This approach is implemented through the Employee Wellness Program, which is designed to enhance employees' physical, mental, and emotional well-being, thereby promoting a harmonious integration of work and life at GGP.

Through a combination of meaningful recognition strategies and a holistic approach to well-being, GGP strives to build a workplace that is not only productive, but also humane and inspiring.

Remuneration [GRI 13.15.1] [GRI 405-2] [GRI 2-19]

GGP implements a fair and equitable remuneration system for all employees. Compensation is based on competence and contribution, regardless of gender, with a salary ratio of 1:1 between male and female employees. The remuneration package includes basic salary, fixed allowances, variable allowances, and various other benefits. The determination of basic salary refers to the applicable minimum wage regulations in the operational areas, prioritizing the Regency/City Minimum Wage (UMK), which is higher than the Provincial Minimum Wage (UMP).

Remuneration is established based on a clear wage structure and scale, taking into account factors such as job level, position, length of service, educational background, competencies, and workload. We regularly and objectively review this structure and scale for all employees, both permanent and non-permanent. These evaluations and the determination of fair and appropriate wages are guided by:

1. Relevant laws and government regulations, considering factors such as inflation, economic growth, and other macroeconomic indicators.
2. The company's previous period fair wage benchmarks.

The outcomes of these evaluations serve as the basis for proposing salary adjustments to Management and determining revised fair wage levels.

GGP remains firmly committed to employee welfare by providing wages in accordance with applicable laws and regulations. This practice also serves as a means of safeguarding fundamental workers' rights. In addition, the company offers healthcare and retirement benefits through the BPJS Health and Employment programs, following mechanisms established by the government.

Information regarding salary structures and procedures for salary increases is transparently accessible through the company's internal platforms and employee handbook. Regular onboarding sessions and periodic socialization efforts are conducted to ensure that both new and existing employees clearly understand the remuneration process.

Within GGP's organizational structure, compensation is aligned with the level of employee responsibility. At the executive level, income consists of a base salary along with additional cash incentives. A similar scheme is applied at the management level, where total remuneration includes salary and various forms of additional incentives.

For nonmanagement employees, compensation consists of a base salary without additional incentives. At this level, the average salary between female and male employees is equal, amounting to IDR 2,721,575.

Further details on wage levels and gender-based pay ratios at the lowest employee level are available on page 181.

Compensation and Benefits [GRI 401-2]

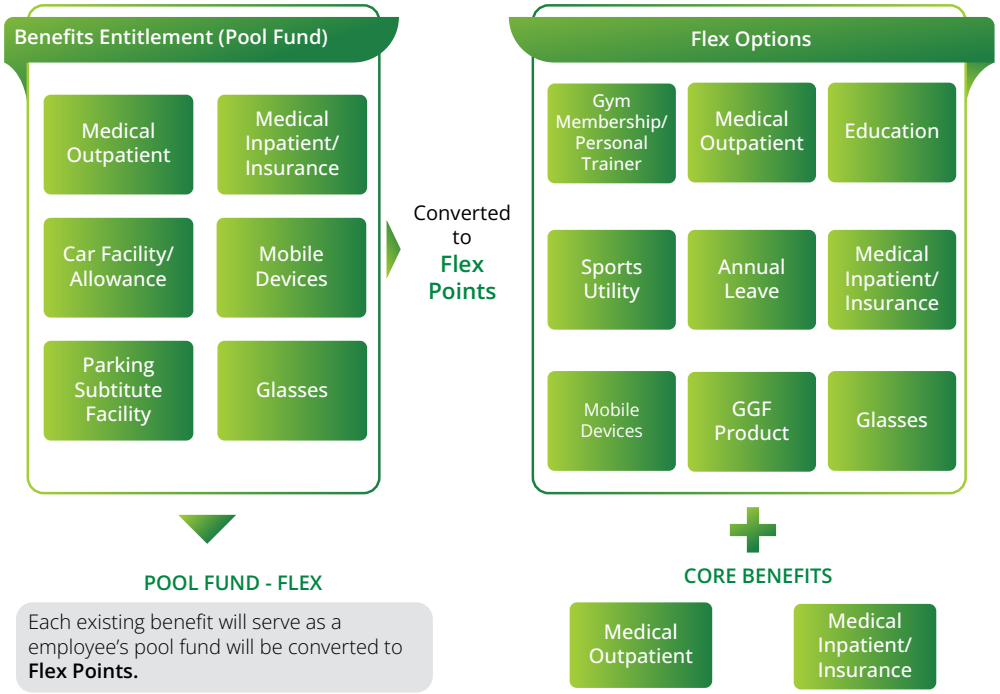
As part of our efforts to support and improve employee well-being is by providing competitive compensation and benefits. The following outlines the 2024 employee remuneration at GGP's operational site in Lampung:

GGP Employee Remuneration in 2024 – Lampung Operational Site

Benefits				Description
Benefit	Permanent	Contract	Flexibility*	
Outpatient	V	V	V	The Flexibility scheme refers to the allocation from a Pool Fund Benefit, converted into Flex Points. These points may be used for gym memberships, sports utilities, annual leave, GGF products, and self-development courses.
Inpatient	V	V	V	
Eyeglasses	V	V	V	
Transportation Allowance	V		V	
Car / Motorcycle Ownership Program	V		V	
Mobile Device	V		V	
Communication Allowance	V	V		
Meal Allowance Substitute	V	V		
Marriage	V	V		
Maternity	V	V		
Bereavement Benefit	V	V		
Long Service Award	V	V		

To offer compensation and benefits that are more adaptive and relevant to employees' needs, GGP has introduced the Flexible Benefit (FlexBen) concept. This approach gives employees the freedom to tailor the benefits they receive based on their individual preferences and priorities. FlexBen consists of two types of benefits: Core Benefits and Flex Benefits. Core Benefits are mandatory and must be provided to all employees, covering essentials such as outpatient and inpatient medical services, with a minimum allocation of 50% of the total benefit ceiling. On the other hand, Flex Benefits offer employees the flexibility to reallocate the remaining portion of their benefits into Flex Points. These points can then be used to select from a range of additional benefit options, including gym memberships, mobile devices, annual leave, GGF products, and educational programs.

This concept is managed within an integrated digital ecosystem through the Genesys platform and is enhanced by gamification elements to boost employee engagement and participation. The Flexible Benefit approach reflects GGP's reward philosophy that goes beyond monetary value, enabling employees to access benefits that truly align with their lifestyles and personal needs.



Employee Pension Program [GRI 201-3] [404-2]

Recognizing the importance of long-term protection for our employees, GGP is committed to supporting their well-being even beyond active employment. We ensure that every employee reaching the retirement age of 55 receives pension benefits in accordance with the provisions of Law No. 13 of 2003 on Manpower.

Providing retirement benefits is a gesture of appreciation and respect for employees' years of service. The pension liability is calculated periodically using actuarial methods, specifically the projected unit credit method, along with assumptions on discount rates and compensation growth.

During the reporting period, all employees (100%) were enrolled in the pension program managed by BPJS Ketenagakerjaan. The contribution scheme consists of 3.7% paid by the company and 2% contributed by the employee.

In 2023, a total of 233 employees entered retirement and received their entitled benefits, followed by 263 employees in 2024. [GRI 103-3]

Preparing for a Productive Retirement

GGP supports employees approaching retirement by helping them prepare not only financially, but also socially and emotionally. Through the Pre-Retirement Training Program, participants receive guidance on financial planning, social relationships, family dynamics post-retirement, and strategies to remain active and productive beyond formal employment.

As part of our long-term commitment to employee well-being, GGP introduced the Retirement Development Program in 2023–2024. This initiative goes beyond traditional training by including partnership opportunities with GGF, enabling retirees to remain economically engaged. These opportunities include participation in sustainable agribusiness activities, such as cassava and banana farming or cattle raising.

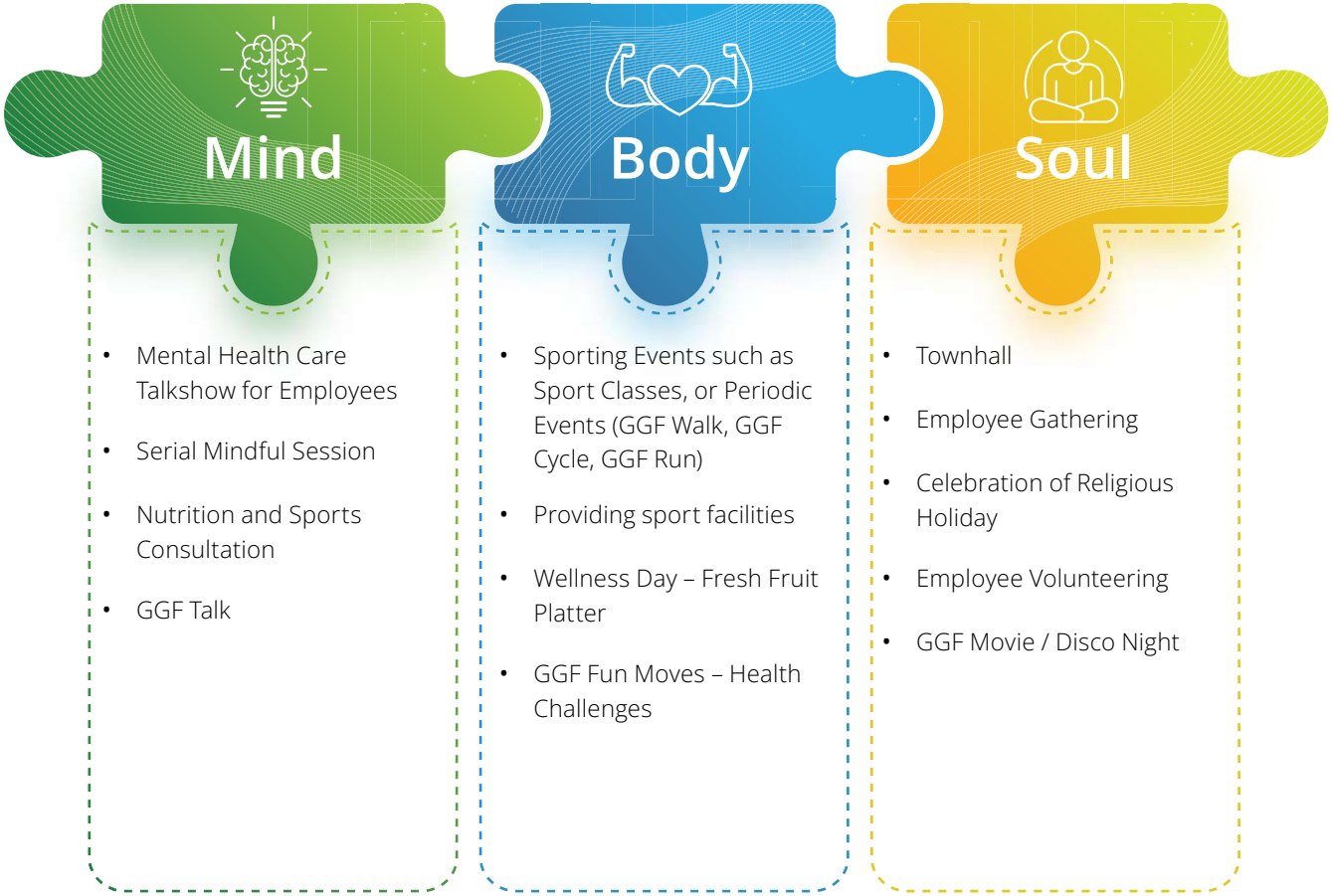
In 2024, GGP conducted six training sessions, reaching a total of 583 participants, equipping them with the tools and knowledge to transition confidently into a meaningful post-retirement phase.

Crisis Management and Supporting Work-Life Balance

GGP strives to foster a work environment that supports a healthy balance between professional and personal life. This is achieved through a strong emphasis on employees' physical and mental health, helping to prevent fatigue, burnout, or stress.

We regularly promote awareness and provide education on the importance of mental well-being. This initiative aligns with our Fun value under the Human Capital Value Proposition, which emphasizes creating a positive and enjoyable workplace. Our efforts extend beyond physical comfort. We also aim to cultivate peace of mind, body, and spirit, contributing to a calming and fulfilling work experience.

Program For Employees



Following the COVID-19 pandemic, GGP entered a transition phase toward normal operations with a more sustainable and forward-looking approach. While the initial focus was on preventing the spread of the virus, the company has since shifted its attention to enhancing employee health and overall quality of life.

One of GGP's key post-pandemic initiatives is the Employee Wellness Program, launched in late 2022. Initially designed as a preventive response to COVID-19, the program has since evolved into a long-term strategy aimed at fostering a healthy lifestyle that aligns with the company's workplace culture.

The program includes a range of activities, such as health education, regular medical check-ups, and campaigns promoting the importance of maintaining both physical and mental well-being. The Employee Wellness Program not only supports employee fitness but also strengthens a culture of health and well-being across GGP.

The impact of the program is reflected in employee participation rates, the number of beneficiaries, and measurable outcomes such as a reduction in employee sick leave. It has also become an integral part of GGP's broader work-life balance strategy, which aims to create a healthy, balanced, and enjoyable working environment.

Furthermore, GGP continues to promote a workplace culture that values mental and emotional health. Ongoing education and supportive activities are regularly implemented to encourage balanced living. For GGP, cultivating a positive work environment, both physically and psychologically, is a vital foundation for building employee productivity and long-term satisfaction.

In 2023, GGP conducted an Employee Engagement Survey (EES), which was completed by 99% of its employees. The survey covered topics such as job satisfaction and internal motivation. Based on the assessment, the EES result achieved a score of 80.81%.

The majority of employees reported being satisfied with their jobs and having a clear understanding of both the company's objectives and their individual roles.

However, while job satisfaction and goal clarity are generally high, not all employees consistently experience a sense of happiness at work. Additionally, some continue to face daily stress, highlighting opportunities to further enhance the emotional well-being of the workplace.

Modern Workspaces

GGP's commitment to fostering a balanced and enjoyable (Fun) work environment is reflected in the design of its modern and comfortable workspaces. Each area is intentionally created to be spacious, functional, and contemporary, supporting greater comfort and productivity in daily employee activities.

Employee Accommodation

To support operational efficiency and employee well-being, GGP provides accommodation facilities at its Terbanggi site in Lampung, particularly for employees relocated from outside the region. These facilities help improve productivity by reducing commute times and contribute to better physical health through adequate rest and recovery.

A variety of accommodation facilities are available to meet the diverse needs of employees, ensuring comfort and welfare during their assignment. These include:

1. Employee housing
2. Prayer rooms
3. On-site medical clinic with inpatient care
4. Staff canteen
5. General education facilities
6. Sports and fitness infrastructure
7. School transportation services
8. Childcare facilities for toddlers
9. Recreational spaces
10. Nursing rooms (Breastfeeding corner)
11. Sports areas

Creating a Sustainable Work Culture Through Environmentally Friendly Buildings

Our commitment to sustainability is reflected not only in our organizational culture but also in our physical workspaces. One of the most tangible expressions of this commitment is the development of environmentally friendly facilities. This began with the construction of our headquarters at Sequis Tower, Jakarta, a building that has received multiple accolades both domestically and internationally for its green building standards.

In our operational area in Lampung, we extended this initiative by developing employee housing based on the Sustainable Living Environment concept, built in 2023. This facility incorporates the 3G principles. Green People, Green Environment, and Green Home. Designed by renowned architect Andra Matin and managed by one of Indonesia's largest hotel chains, the residence aims to provide a comfortable, healthy, and productivity-enhancing living environment for employees.

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

Safe Work Culture as a Pillar of Employee Well-Being [GRI 3-3] [GRI 403-1] [GRI 13.19.2]

At GGP, Occupational Health and Safety (OHS) is a top priority in all aspects of our operations and production. We are fully committed to complying with OHS principles as stipulated in Law No. 1 of 1970 and its implementing regulations issued by the Ministry of Manpower. Furthermore, we continue to implement the Occupational Health and Safety Management System (SMK3) in accordance with Government Regulation No. 50 of 2012, to ensure a work environment that is safe, efficient, and productive. [GRI 13.19.1]

Reinforcing this commitment, we signed a new Safety, Health, and Environment (SHE) Policy at the end of 2024. This policy aims to enhance SHE performance through the integration of national regulations and internal standards. It serves as the foundation for developing more effective SHE programs and promotes the implementation of safety, health, and environmental principles across all business units.

The OHS management system is implemented comprehensively across all operational sites, both in plantations and factories, and applies to all employees as well as non-employee workers, including vendors performing work at GGP areas. To ensure effective and sustainable implementation, internal audits are conducted annually. Specifically for factory units, the implementation of the OHS management system has been recognized through SMK3 certification from the Ministry of Manpower and ISO 45001:2018 certification obtained through external audits. In the reporting year, GGP achieved a score of 92.16% in the advanced level category of the SMK3 audit. This certification is valid for three years from its issuance on August 6, 2024. [GRI 403-1]

OHS Programs [GRI 403-7] [GRI 13.19.8]

GGP is committed to ensuring that all employees work in a healthy, safe, and protected environment. To support this commitment, various occupational health and safety (OHS) programs have been implemented to maintain workplace safety and minimize the risk of accidents, including ensuring that all facilities and infrastructure function properly.

Complementing internal initiatives, GGP also manages OHS risks that may arise from working relationships with business partners, such as field contractors and transportation service providers for plantation products. We recognize that operational activities involving third parties may pose risks of workplace accidents, exposure to hazardous materials, or traffic incidents.

To address this, GGP applies consistent OHS standards throughout its supply chain by ensuring that all business partners meet occupational safety requirements. All partners are required to have an OHS management system, provide proper training to their workers in accordance with standards, and comply with all GGP's OHS policies and procedures. Before work begins, a pre-qualification process and risk assessment are conducted to ensure the partner's readiness in managing OHS hazards. During the course of the work, GGP carries out regular monitoring through field inspections and periodic audits. In addition, all contractor workers must complete a safety induction and safety training program before entering the worksite. Through this integrated approach, GGP strives to create a safe and healthy work culture not only for its internal employees but also for all partners involved in the company's supply chain.

During the reporting period, the following programs were carried out:

1. Risk and hazard assessments to identify potential workplace dangers.
2. Development of priority action plans with measurable targets to address identified risks.
3. Implementation of emergency preparedness and response measures.
4. Ongoing evaluation to reduce or prevent health-related risks and incidents.
5. Internal inspections to verify compliance with OHS standards.
6. Independent external audits to assess SMK3 implementation.
7. Incident investigation procedures for workplace injuries, illnesses, and related events.
8. OHS training programs to improve employee awareness and skills.
9. Procurement and contractual requirements that incorporate OHS criteria.

Employee–Management Synergy in SMK3 Implementation [GRI 403-4] [GRI 403-8] [GRI 13.19.5] [GRI 13.19.9]

The successful implementation of SMK3 at GGP is the result of strong collaboration between the company and its employees. All employees, including non-employee workers such as outsourced personnel and vendors, are covered under the implementation of the Occupational Health and Safety Management System (SMK3), which is audited internally. Meanwhile, 14% of the total workforce (comprising factory employees) are covered under the SMK3 certification that has been externally audited.

This joint commitment is not only reflected in internal policies but also mandated by existing regulations, including Minister of Manpower Regulation No. PER-04/MEN/1987 concerning the Occupational Health and Safety Committee (P2K3). The regulation requires companies to establish a P2K3 structure that includes representatives from both management and employees.

In our integrated operational area in Terbanggi, Lampung, GGP has officially established a P2K3 committee, which has been formally endorsed by the Head of the Manpower and Transmigration Office of Lampung Province. The structure is led by Top Management, demonstrating high-level leadership commitment to employee health and safety. The committee includes 60 members from various departments, ensuring comprehensive representation across the organization.

P2K3 plays a vital role in planning, monitoring, evaluating, and supervising the implementation of OHS programs. As a collaborative forum between the company and employees, P2K3 holds quarterly meetings to review achievements, address challenges, and propose improvements in the application of OHS principles. At present, all workers in GGP's Terbanggi operations are fully covered under this integrated SMK3 system.

To ensure active participation from all stakeholders, OHS provisions are specifically included in the Collective Labor Agreement (CLA), making them legally binding obligations for all employees. Moreover, compliance with health and safety standards is also embedded in the Key Performance Indicators (KPI) system for all staff, including contractors.

Hazard Identification, Risk Assessment, and Incident Management in Occupational Health and Safety [GRI 403-2] [GRI 13.19.3]

GGP consistently implements the Occupational Health and Safety Management System (SMK3) across all operational units through structured methodologies, namely Hazard Identification, Risk Assessment, and Determining Control (HIRADC) and Job Safety Analysis (JSA). These assessments are conducted regularly to identify potential hazards and evaluate associated risks. The results are used to prioritize mitigation efforts based on the level of risk, considering severity, likelihood of occurrence, and frequency of exposure.

High-risk classifications are addressed as a priority, with specific mitigation plans developed for each location and activity. These plans include technical, administrative, and behavioral control measures, which are integrated into the company's annual OHS work programs. Each action plan is supported by measurable targets that are reviewed periodically. GGP has set a minimum target of 10% reduction in workplace incidents. Employees in high-risk roles receive dedicated training, and awareness of health and safety is continuously reinforced across all levels of the organization.

In general, hazard identification procedures within GGP's operational environment are carried out through the following methods:

- Direct observation and surveys of work processes, environments, equipment, materials, and personnel
- Interviews with workers, supervisors, and relevant department managers
- Review of internal documents, such as workplace accident reports, Management Review Meeting (MRM) outcomes, labor inspector notes, P2K3 meeting minutes, and employee health examination reports
- Analysis of environmental quality measurements conducted by P2K3 or relevant authorities
- Adjustments based on the latest laws and regulations
- Assessment of Material Safety Data Sheets (MSDS)

Once potential hazards are identified, the Occupational Health and Safety (OHS) team assigns a risk score based on two key parameters: likelihood of occurrence and severity of impact. This assessment forms the basis for context-specific risk mitigation measures.

In designing hazard control actions, GGP follows the established hierarchy of risk control:

Elimination
Completely removing the hazard, such as stopping certain processes or disabling equipment.

Subtitution
Replacing hazardous materials or methods with safer alternatives.

Engineering Controls
Isolating hazards or workers, redesigning tools or the work environment, and mechanizing production processes.

Administrative Controls
Developing policies and procedures, rotating work locations, adjusting schedules and break times, and conducting OHS training and awareness campaigns.

Personal Protective Equipment (PPE)
Providing direct protection as a last resort, after all other controls have been applied.

To ensure the effectiveness of the OHS system, GGP implements several supporting mechanisms, including:

1. Training Needs Analysis (TNA) to align employee competencies with their roles and workplace risks
2. Regular evaluation of HIRADC and JSA methods to keep them relevant to current field conditions
3. Monthly safety inspections to detect unsafe conditions
4. Incident investigation reports to record all incidents and define corrective actions
5. Annual workplace environment testing, including noise levels, lighting, and chemical exposure, followed by appropriate corrective measures
6. In 2024, GGP began developing a workplace safety procedure system for vendors and contractors to align their practices with the company's OHS standards.

Furthermore, GGP encourages all individuals in the workplace to report potential hazards through the designated SHE reporting channels, promoted via the SHE campaign. Reports can be submitted easily by scanning a barcode, and each submission is followed up by the HSE subdivision team. To improve participation, these channels are regularly promoted through posters, emails, and WhatsApp groups.

GGP also implements Stop Work Authority (SWA) and Self Stop Work Authority (SSWA) policies as preventive measures to uphold workplace safety. Through SSWA, every employee is personally responsible for stopping work if they encounter dangerous conditions. Meanwhile, SWA grants full authority and responsibility to the General OHS Specialist and the Head of P2K3 GGF to halt operations if unsafe behaviors or conditions are observed. Any work stoppage must be reported to the SHE Subdivision, and work may only resume after receiving formal approval. These actions do not result in penalties for employees, as they reflect a shared commitment to building a strong safety culture across all workplace environments, including those involving third parties.

Emergency Preparedness System

GGP integrates emergency preparedness and response measures as an essential part of its Occupational Health and Safety (OHS) management system across all operational units. A comprehensive Emergency Response Plan has been developed to address a wide range of potential emergency scenarios. This plan is regularly reviewed and updated to ensure its continued relevance and effectiveness.

As part of our risk mitigation efforts, we conduct thorough Risk Assessments to minimize the potential impact of OHS-related incidents. In the event of a workplace accident, GGP follows a structured incident investigation procedure, complemented by corrective actions and follow-up measures designed to prevent recurrence.

To ensure comprehensive readiness, GGP implements several key initiatives, including:

- Conducting Emergency Preparedness Training and providing appropriate Personal Protective Equipment (PPE) to equip employees for emergency situations and enable them to administer first aid when necessary.
- Installing emergency response equipment such as fire extinguishers (APAR) and first aid kits (P3K) at strategic locations across all facilities.
- Regularly conducting Safety Campaigns and Safety Briefings to reinforce awareness and promote a proactive safety culture.
- Providing a dedicated Emergency Response Contact channel that employees can reach in case of emergencies.

To prevent noise exposure in the workplace, GGP conducts regular work environment testing, installs safety signage in areas with potential noise hazards, and limits employee exposure by adjusting work schedules. Additionally, employees are required to use appropriate Personal Protective Equipment (PPE) to minimize risk.

Occupational Health and Safety Training [GRI 403-5] [GRI 13.19.6]

As part of our ongoing commitment to creating a safe and healthy work environment, GGP consistently conducts Occupational Health and Safety (OHS) training for all employees. During the reporting period, a variety of training sessions were held to strengthen employee understanding and capabilities in identifying, preventing, and managing potential OHS incidents in the workplace.

The types of training provided are designed based on the results of a Training Needs Analysis, ensuring that the content is relevant to the risks and responsibilities associated with each role. All training sessions are offered free of charge during working hours, without affecting employee compensation. This reflects the company's dedication not only to OHS competency development but also to fairness and comfort for all participants.

Each training session includes a pre-test, post-test, and participant feedback to evaluate effectiveness. In 2024, we conducted 56 training sessions, reaching a total of 2,980 participants.

OHS Performance Evaluation [SASB FB-AG-320a.1]

Occupational Health and Safety (OHS) remains a top priority in GGP's operations, demonstrated through the consistent and continuous implementation of the Occupational Health and Safety Management System (SMK3) with the goal of achieving Zero Accidents. This commitment is realized through the enforcement of rigorous OHS procedures and protocols that not only raise awareness of workplace safety but also promote employee discipline and compliance in managing risks within their respective work environments.

The impact of this system is reflected in GGP's OHS performance indicators during the reporting period, which show a significant downward trend in incident rates. This decline is a testament to employees' ability to perform their duties safely and productively, while also underscoring the effectiveness of the company's OHS strategy.

Workplace Incidents [GRI 403-9] [GRI 13.19.10]

GGP is committed to safeguarding the occupational health and safety (OHS) of all employees and contracted workers across all operational areas. Various control measures, as outlined in the previous section, have contributed to reducing workplace accidents and supporting the gradual achievement of OHS incident reduction targets.

As part of its OHS management system, the company regularly records and monitors employees' working hours using a digital time-tracking system. GGP ensures that working hours do not exceed 48 hours per week, with a maximum of 12 hours of overtime, in accordance with the Indonesian Labor Law and International Labour Organization (ILO) standards.

In 2024, the average employee working hours remained at 48 hours per week, resulting in a total annual working time of 1,626,587.2 hours. Meanwhile, non-employees worked an average of 40 hours per week, with a total annual working time of 1,144,000 hours.

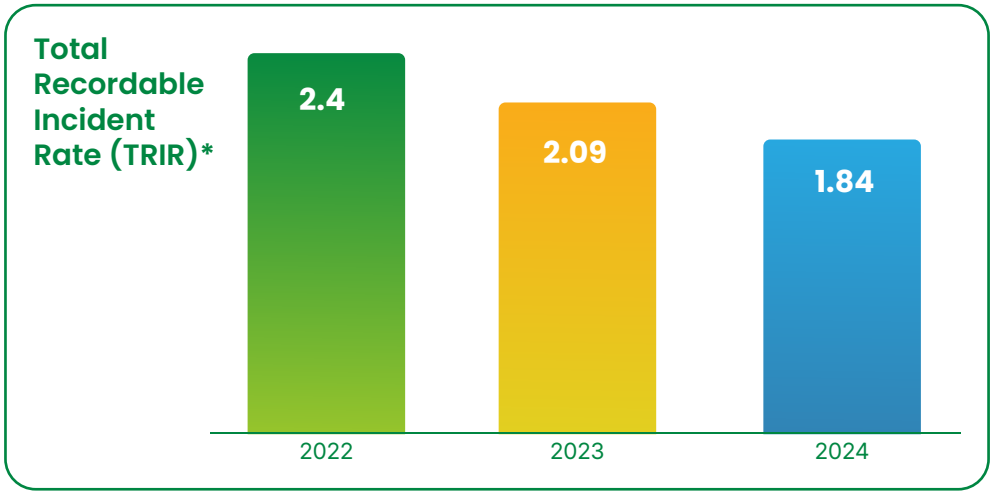
All overtime hours were accurately recorded, compensated in accordance with regulations, and monitored by the Human Resources Department. This systematic tracking of working hours also supports OHS risk evaluations, as extended hours are known to increase the likelihood of workplace incidents.

Summary of Lost Workdays

	2022	2023	2024
Lost Workdays Due to Workplace Accidents	312	270	225
Lost Workdays Due to Occupational Illness	0	0	0
Total Lost Workdays	312	270	225

During the reporting year, GGP recorded a total of 64 workplace accidents at its integrated operations in Terbanggi, Lampung. The most common types of incidents included bruises from falls or blunt object impacts, as well as cuts from sharp tools. Each incident was addressed seriously through formal investigations aimed at identifying root causes and preventing recurrence. As part of GGP's comprehensive OHS policy, workplace incident monitoring covers the entire workforce, including contracted personnel, ensuring that all individuals working within GGP operations are protected under the same safety standards. Data details are available on page 182.

Fatality Rate = 0**



Remarks:
*Total Recordable Incident Rate (TRIR) refers to the number of recordable workplace injuries per 1,000,000 hours worked. Recordable incidents are defined as workplace accidents that result in lost workdays. Therefore, TRIR is equivalent to the Total Lost Time Injury Frequency Rate (LTIFR).
**Fatality Rate refers to the number of workplace accidents resulting in fatalities per 1,000,000 hours worked.

The company records the Lost Time Injury Frequency Rate (LTIFR) for contractors using the standard of per 200,000 working hours. From 2021 to 2024, the LTIFR for employees was recorded at 0, reflecting consistent occupational safety performance. This data is reported annually and covers 100% of the company's total revenue during the reporting period.

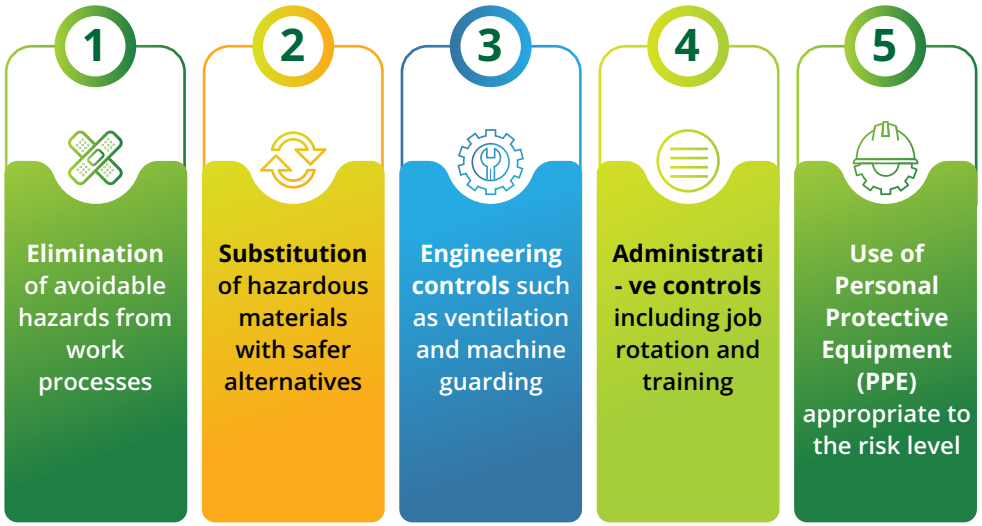
There were no fatality cases involving employees or contractors from 2021 to 2024.

Occupational Diseases [GRI 403-10] [GRI 13.19.11]

In alignment with GGP's goal of achieving Zero Workplace Accidents, the company takes a proactive approach by conducting comprehensive risk assessments to identify potential hazards both in terms of accidents and occupational diseases across all work sites and operational units. These assessments form the basis for the development of tailored OHS policies aimed at minimizing risks and safeguarding employees from health issues arising from workplace activities.

During the 2023–2024 period, there were no fatal cases resulting from occupational diseases among either employees or nonemployee workforce (including contractors and vendors). However, the company recorded several types of health issues experienced by workers, including respiratory system diseases, esophageal, gastric, and duodenal disorders, trauma or injuries, dental and oral conditions, musculoskeletal disorders, skin diseases, hypertension, eye disorders, headaches, and fevers. While most of these cases were not classified as occupational diseases, they were still treated with serious attention by the company.

GGP has identified several types of workplace hazards that have the potential to cause illness, such as exposure to dust and chemicals, non-ergonomic working postures, extreme temperatures, noise, biological exposure, and work-related stress. To address these issues, the company implements a risk control hierarchy, starting with:



Worker protection is also regulated in the Collective Labor Agreement (CLA), which outlines workers' rights in the event of occupational illnesses. In accordance with applicable regulations, employees who are unable to perform their duties due to occupational illness are entitled to occupational accident insurance as stated in the company policy.

No group of workers is excluded from this management and reporting system. All employees and nonemployee workforce directly involved in operational activities are included in the company's OHS monitoring system.

Reporting is conducted based on periodic health check-up data, internal clinic records, and investigation reports from the OHS team. Data collection and analysis follow GRI 403 guidelines and national regulations and are carried out using an administrative approach aligned with the company's internally verified labor system.

Employee Health Services [GRI 403-3] [GRI 403-6] [GRI 13.19.4] [GRI 13.19.7]

GGP supports the enhancement of employee health and quality of life through a range of accessible and comprehensive health programs and services. This commitment is realized by providing easily accessible healthcare services, along with ongoing promotive and preventive activities.

One of the key facilities offered is the Klinik Pratama, which operates 24/7 and is available to employees, their families, and the surrounding community. The clinic provides not only first aid services but also health education sessions, training, and nutritional counseling. In addition, health posts located throughout GGP's plantation areas offer immediate medical assistance for field workers.

To monitor the health status of its workforce, GGP conducts regular medical check-ups (MCU) for all employees, in compliance with applicable regulations. The company also runs the Employee Wellness Program, an initiative designed to support physical and mental well-being through activities such as routine health screenings, group exercise sessions, and health seminars.

Health service information such as MCU, clinic services, counseling, and health campaigns are communicated to all employees via blast email. This outreach is carried out regularly to raise awareness and encourage employee participation in maintaining their health.

Great Community, Thriving Together

Community Engagement

PT Great Giant Pineapple (GGP) adopts a sustainability approach that actively involves local communities, particularly those residing near the company's operational areas. We are committed to building inclusive and collaborative relationships with local communities, recognizing them as an integral part of our business ecosystem.

In 2023, GGP developed a Sustainability Blueprint to guide our efforts in enhancing ESG (Environmental, Social, and Governance) performance. This document includes the GREAT Pledge, one of whose pillars is "Sustainability Grow with Community". This pillar guides our commitment to advancing together with local communities through a range of socially integrated programs that align with our business activities.

In implementing community development programs, GGP prioritizes a participatory approach. Communities are involved from the early stages, including social risk assessment, planning, implementation, monitoring, and evaluation. Through this inclusive process, GGP aims to generate meaningful, long-term impacts and contribute to the improved well-being of surrounding communities. [GRI 413-1] [GRI 413-2] [GRI 13.12.2] [GRI 13.12.3]

Identification and Assessment of Impacts on Local Communities

GGP has conducted Environmental Impact Assessments (AMDAL) for all business units operating in Lampung Province, including Central, North, and East Lampung, as well as West Tulang Bawang. These assessments are designed to identify and evaluate the environmental impacts of each operational activity. The findings are used to develop targeted environmental management plans, helping GGP to anticipate potential risks while balancing business growth with environmental conservation.

The AMDAL process allows GGP to design targeted prevention and management measures. Beyond regulatory compliance, this process demonstrates our commitment to responsible operations that safeguard both the environment and surrounding communities.

By the end of 2024, GGP, through the Community Relations & Development (CRD) Sub-Department, has conducted social mapping in five Ring-1 villages located within Plantation Group 1 and Plantation Group 3. This initiative is part of our medium-term strategic plan, which targets social mapping in a total of 12 villages by 2026. The mapping focuses on villages that had not previously been assessed. Conducted in collaboration with local NGOs, the social mapping aims to uncover genuine community needs and social potentials in areas adjacent to our operations. The target villages are primarily located in districts across East Lampung, Central Lampung, West Tulang Bawang, and West Lampung. [GRI 413-1][GRI 413-2]

Community Grievance Mechanism

In 2021, GGP revised its procedures and introduced a grievance mechanism that enables direct communication between the company and local communities. This system allows community members to openly submit complaints, inquiries, or feedback related to the company's operations, with a prompt and transparent response process.To further enhance the quality of social engagement, GGP is developing a grievance data collection system for the 2023–2024 period. This initiative aims to support the evaluation of program effectiveness and the company's relationship with the community.

All complaints received are addressed within a maximum of 30 days from the date of receipt. In 2023, one complaint was recorded concerning river diversion that led to flooding. GGP addressed the issue by constructing a dam. As of 2024, no community complaints have been recorded.(zero complaints). Moreover, GGP conducts monthly meetings with local government representatives and community groups. These forums provide an opportunity to listen to community aspirations and evaluate the direct impact of our initiatives from the perspective of beneficiaries. [GRI 2-25]

GGP's Approach to Community Development Program

GGP adopts its community development programs using a project management cycle approach, ensuring structured planning and early community involvement. This method enables programs to be tailored to local conditions and deliver tangible benefits to communities near our operational areas.

The program is carried out through four key phases:

1. **Pre-Project Selection**
   Initial activities include participatory social mapping and social risk analysis.
2. **Project Initiation**
   Project concepts and implementation plans are developed based on mapping results and consultations with local communities.
3. **Implementation, Monitoring, and Control**
   Projects are executed with regular reporting and field visits to ensure alignment with objectives and allow adjustments as needed.
4. **Project Closure**
   Final handover of project outcomes to the community, followed by the development of follow-up plans based on impact evaluation.
   [GRI 13.12.2][GRI 13.12.3]

Flagship Community Empowerment Initiatives

During 2023–2024, GGP carried out a series of community development initiatives under three flagship programs: GGP Peduli, GREAT Indonesia, and Tumbuh Bersama. Through GGP Peduli, the company encourages active employee involvement in social initiatives such as providing humanitarian aid and participating in volunteer activities. GREAT Indonesia is dedicated to preventing childhood stunting, Meanwhile, Tumbuh Bersama is dedicated to enhancing community resilience by supporting improvements in education, infrastructure, and socio-economic well-being. These programs are strategically designed to complement one another, enabling GGP to address key social challenges near its operations and to build stronger, more collaborative relationships with the communities it serves. [GRI 13.12.1]

1. GGP Peduli (GGP Care) is an initiative that encourages employees to actively engage in social activities, including volunteering and delivering aid to disaster-affected communities. It also includes the "Employees Helping Employees" program, which reflects mutual support among staff and fosters solidarity within the company. This initiative not only strengthens employee engagement but also enhances GGP's connection with surrounding communities.

2. GREAT Indonesia is GGP's program to prevent childhood stunting, built around three core pillars: healthy lifestyle, balanced nutrition, and proper parenting. The program empowers local communities through Women's Farming Groups, provides nutritious food for students, and delivers nutrition and parenting education through community health posts (posyandu).

3. Tumbuh Bersama (Growing Together) focuses on community empowerment in education, infrastructure, and socio-economic development. The program promotes entrepreneurship development and community-based economic capacity building, while also supporting sustainable access to public facilities and skills education.

Overview of Positive Impacts 2023-2024

GGP Peduli (GGP Care)

Distributed

360 tons of fresh, nutritious fruit

14,000 canned pineapples

56,097 milk packages

Supplied

5,500

basic food packages to local communities

Donated

81

sacrificial cows during religious observances

Contribution to SDGs

GREAT Indonesia

Facilitated access to nutritious food for

2,050 young children

Provided nutrition and parenting education to

355 pregnant and breastfeeding mothers.

Supported

180 households

in achieving nutritious food self-sufficiency

Constructed

24 bore wells

to improve access to clean water in underserved areas

Contribution to SDGs

Tumbuh Bersama (Growing Together)

Constructed and rehabilitated

72 km of village roads

Partnered with

20 universities across Indonesia

Enhanced the livelihoods of

150 MSME owners

1,268 local farmers

through capacity-building and economic empowerment initiatives

Contribution to SDGs

GGP Peduli (GGP Care)

GGP Peduli (GGP Care) is a flagship social program that embodies our company's real and ongoing commitment to supporting the Sustainable Development Goals (SDGs), particularly Goal 3: to ensure healthy lives and promote well-being for people of all ages. Designed with inclusivity and on-the-ground needs in mind, this program offers direct assistance to communities, both during normal circumstances and in times of crisis.

During the 2023–2024 reporting period, GGP Peduli has evolved from an emergency response initiative for the COVID-19 pandemic into a broader social program grounded in employee solidarity and mutual cooperation. It has become one of the company's key social initiatives aimed at encouraging active employee participation in humanitarian and social activities. Through this program, employees are given opportunities to contribute and engage directly in various actions, both within the company and in wider community settings. Program activities range from employee volunteerism to solidarity efforts such as distributing aid to disaster-affected communities. GGP Peduli not only strengthens internal solidarity and a sense of togetherness among employees but also plays a significant role in fostering stronger and more harmonious relationships with communities surrounding the company's operational areas.

The core activities of GGP Peduli are divided into two main categories:

- **Social Support**
  GGP provides logistical aid such as basic necessities and direct cash assistance to communities affected by disasters and economic hardship. In addition, the "Employees Helping Employees" initiative focuses on supporting staff members in urgent situations, such as flooding or other natural disasters, and covers medical assistance for employees' family members suffering from chronic illnesses requiring costly treatment not covered by the national health insurance (BPJS Kesehatan). These efforts reflect the company's commitment to community resilience and employee well-being.
- **Infrastructure Support**
  GGP also contributes through physical support by deploying heavy equipment for emergency response, including post-disaster cleanup and road access repairs. This assistance is delivered in coordination with local community leaders or relevant institutions and is carried out using the company's internal resources.

Through these initiatives, GGP Peduli promotes shared responsibility and collaborative action in critical situations, affirming the company's dedication to being a proactive and reliable presence in the community.

GGP Volunteer

GGP Volunteer is part of the GGP Peduli program. It allows employees to take part in social and humanitarian activities. Through this initiative, employees voluntarily give their time, energy, and personal resources to help those in need.
The program has been running since 2018. It gained full support from both the company and individual employees. It shows GGP's commitment to fostering social responsibility and individual initiative. GGP Volunteer is a clear expression of the spirit of sharing. It brings a positive impact to the surrounding community.

Throughout the reporting year, GGP Volunteers distributed donations totaling IDR 93,730,500 to 10 employees in need.

Building Solidarity from Within to Serve the Community

GGP Volunteer was established from the spirit of mutual cooperation fostered by GGP to actively engage employees in social initiatives. Originating as an emergency response during the pandemic, the program has since evolved into a more structured humanitarian movement, grounded in internal solidarity.

As the coordinator and person in charge of the program, I have witnessed its growth into a platform for solidarity among employees. From the outset, GGP Volunteer was not merely a social initiative but a movement by employees, for employees, particularly during challenging times. Workers affected by floods, economic crises, or other emergency situations have received prompt and well-targeted assistance, which has been recognized as significantly alleviating their burdens.

One of the most memorable moments for me was when GGP Volunteer was entrusted by management to distribute corporate donations. We were given full control to decide who should receive aid, what form it should take, and when to deliver it. This trust from leadership was a turning point. I still remember the day when our CEO personally handed over donations through our program.

Sustaining funding remains a challenge. However, the spirit to help never wanes. Each request for aid is met with internal fundraising efforts, which demonstrates the strong sense of solidarity among employees. Looking ahead, we hope to establish a dedicated office and secure independent funding sources. This would enable us to act more swiftly, reach more beneficiaries, and even explore strategic partnerships or social enterprises to generate ethical, sustainable income.

GGP Volunteer is not only about delivering aid; it is about building a culture of empathy, trust, and unity within the GGP family.

Ishak Hendra Purnama P.
GGP Volunteer Coordinator

Peduli Sosial (Community Care Initiative)

Through the Peduli Sosial (Community Care) initiative, GGP is committed to strengthening the nutritional resilience of communities, especially those affected by crises and natural disasters. This program goes beyond simply providing food aid; it aims to promote healthy eating habits by ensuring the distribution of nutritious products to those in need.

In 2023, GGP provided 7,000 canned pineapples, 1.2 tons of bananas, 351 tons of guavas, and 43,271 milk packages. This effort continued in 2024 with distributions including 7,000 canned pineapples, 1.8 tons of bananas, 6 tons of guavas, and 12,826 milk packages.

Supporting a Literacy Program in Central Lampung Regency with Fresh Fruit Donations

During the reporting period, communities faced significant challenges in meeting their nutritional needs. Natural disasters such as floods and earthquakes disrupted food supply chains. The increase in staple food prices leading up to Ramadan significantly hindered many families' ability to obtain nutritious meals. Access to essential food supplies became even more restricted, particularly in the hardest-hit areas. In response, GGP provided vital staple food assistance—including rice, cooking oil, eggs, and salt—to communities surrounding its operational regions.

Distributing Relief Packages to Flood Victims in Lakop

Providing Staple Food Aid for Flood-Affected Residents in Way Semaka

GGP has partnered with local NGOs and regional authorities to deliver direct financial assistance to families affected by disasters. This support helps cover critical needs such as temporary shelter, healthcare, and recovery efforts. The initiative is part of GGP's long-term strategy to establish a lasting social safety net that provides ongoing support beyond the immediate aftermath of a crisis.

In observance of major religious events such as Eid al-Adha, GGP also contributes by distributing sacrificial animals to surrounding communities. This initiative enables disadvantaged families to celebrate meaningfully, while also fostering a stronger sense of unity and shared community values. During the reporting period, GGP distributed 2,500 basic food packages and 39 sacrificial cows in 2023, as well as 3,000 basic food packages and 42 sacrificial cows in 2024.

Through this initiative, Peduli Sosial plays a vital role in strengthening community resilience by ensuring access to adequate nutrition, particularly during challenging times. It reflects the spirit of mutual cooperation that underpins the GGP Peduli program and aligns with the company's ongoing commitment to sustainability and shared values.

Supporting Home Repairs for Residents in Bandar Sakti Affected by Fallen Trees

Distribution of Qurban Cows to Local Residents in 2023

Delivering Qurban Aid Packages to Residents of Tanggamus in 2024

2023

- **7,000** canned pineapple
- **351 tons** guava
- **1.2 tons** banana
- **43,271** milk packages

2024

- **7,000** canned pineapple
- **6 tons** guava
- **1.8 tons** banana
- **12,826** milk packages

Peduli Fasilitas (Facility Support) [GRI 203-1] [GRI 13.22.3]

Access to healthcare is not only a matter of distance and cost, but also of the quality and availability of facilities. In many of GGP's operational areas, such as Central and North Lampung, limited health infrastructure continues to hinder the community's ability to receive timely and reliable medical services.

Through Peduli Fasilitas (Facility Support), GGP aims to strengthen community healthcare services by supporting the development of essential facilities and resources. This program is part of the evolving GGP Peduli pillars, which since 2023 have emphasized employee volunteerism, whereby employees are directly involved in social initiatives, including the construction and improvement of public facilities.

Several key actions have been implemented under this initiatives, these include:

- Providing heavy equipment and construction materials to support the rehabilitation of public infrastructure in flood-affected areas, including critical access to local health services such as health centers (puskesmas) and maternal and child health posts (posyandu).
- GGP has also supported sanitation hygiene infrastructure by providing deep wells and clean water supply systems in employee residential areas and surrounding communities in Central Lampung, particularly in the aftermath of natural disasters.

By strengthening basic infrastructure and improving service capacity, Peduli Fasilitas contributes not only to physical development but also to building community trust and resilience in addressing long-term health challenges.

In 2023, GGP provided support for the construction of 15 deep wells and one sanitation facility (MCK) across Lampung Province. In 2024, this support continued with the development of 9 additional deep wells and 1 sanitation facilities.

Providing Grader Support for Land Leveling in Dusun 5, Terbanggi

Support for the Construction of a Bore Well at Pura Puseh Kerti Buana, Lempuyang Bandar

Providing Mini Excavator Support for Mosque Land Preparation in Gunung Agung Village

Providing Clean Water Assistance to SDIT Bustanul Ulum, Gunung Batin

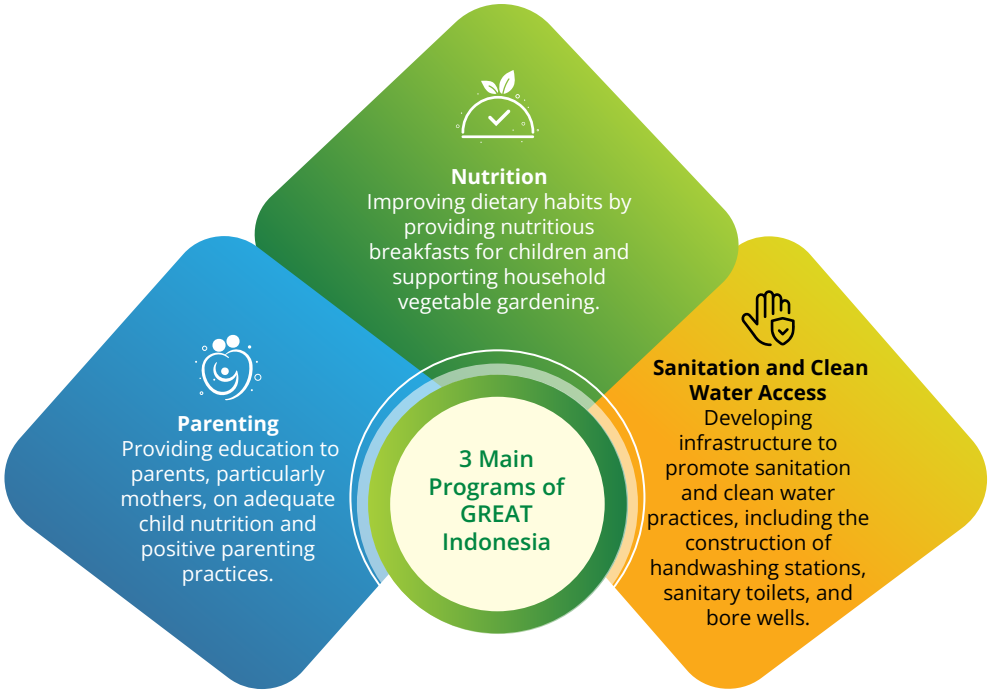
Support for Bore Well Development in Gunung Agung Village

GREAT Indonesia

Nutritional challenges, particularly stunting (low height-for-age) and wasting (underweight), remain serious challenges in Indonesia. Based on the 2022 Indonesian Nutrition Status Survey (SSGI), the national stunting rate stood at 21.6%, down from 24.4% in the previous year. Although this shows a downward trend, the figure is still far from the national target of 14% by 2024. To meet this target, the government aims to reduce stunting prevalence by 3.8% annually, which requires integrated efforts through improved nutrition, health education, and community empowerment.

As a company operating in the food and agriculture sector, GGP views nutrition as a shared responsibility. Since 2019, GGP has implemented the GREAT Indonesia program to support efforts to improve community nutrition, particularly in Central and North Lampung. This program focuses on stunting prevention as a concrete contribution to national health objectives.

GREAT Indonesia is aligned with the stunting prevention strategies recommended by the Ministry of Health. It comprises three main components:



This program was carried out continuously throughout 2023–2024, with active participation from local communities. Residents were not only recipients but were also directly involved in planting and maintaining crops. The initiative promotes household food self-sufficiency and improves family nutrition, aligning with the grassroots approach of the GREAT Indonesia program.

For GGP, GREAT Indonesia is not merely about food distribution, but about long-term investment in public health. When children grow up healthy, communities become stronger, paving the way for a better future.

Pola Makan (Healthy Eating)

Providing adequate and balanced nutrition is essential to prevent stunting in early childhood. Incorporating nutritious food into children's daily diets is key to supporting their growth and development. GGP has recognized this need and, since 2019, has taken an active role in improving access to nutrition through various initiatives.

One of the main efforts involves distributing nutritious food, such as fruits and milk, to kindergarten-aged children. In 2023, the program reached 1,250 students across 36 kindergartens in six villages in Central Lampung. A total of 6,163 bananas and 45,931 milk packages were distributed to support their nutritional intake. In 2024, GGP reached 800 students from the same number of kindergartens and villages, distributing 63,803 bananas and 12,380 milk packages.

This program has successfully increased children's average weight by 0.7 kg and height by up to 3 cm. In recognition of its contribution, the Central Lampung District Government acknowledged the program as one of the leading initiatives in reducing stunting in the province.

In addition to addressing children's nutritional needs, the program also strengthens food security and family health. By ensuring access to nutritious food and empowering communities, GGP contributes to stunting prevention and supports the national goal of fostering a healthy and resilient generation in Indonesia.

Milk Donation at the National Sports Day Celebration in SD Xaverius, Terbanggi

Providing Milk and Banana Supplies to Semuli Raya Health Center

Milk and Banana Support for Tata Karya Community Health Center

2023

In 2023 we reached **1,250** students

distributed **6,163** bananas and **45,931** milk packages

2024

In 2024 we reached **800** students

distributed **63,803** bananas and **12,380** milk packages

Pola Asuh (Parenting Program)

Parents play a crucial role in ensuring their children receive adequate nutrition for healthy growth and development. However, many parents still lack a full understanding of proper nutrition, making it difficult for them to provide nutritious meals. Therefore, education on healthy eating habits and sufficient nutrition is essential. To address this challenge, GGP launched the GREAT Indonesia Pola Asuh (Parenting Program) as part of its commitment to improving community nutrition.

This program focuses on pregnant and breastfeeding mothers through educational sessions and ongoing support to raise awareness about the importance of adequate nutrition during pregnancy and breastfeeding. It also emphasizes the proper introduction of complementary foods for children under two years of age. Education is delivered through workshops, nutrition counseling sessions, and collaboration with healthcare professionals. In addition, GGP supports nutritional needs by distributing fruits and milk. In the reporting year, GGP reached 355 mothers with nutrition education, focusing on healthy diets for children.

Through this program, GGP contributes to reducing the risk of stunting by providing early nutrition education. This helps parents ensure their children grow healthily and receive the necessary nutrients. The program also supports government efforts to prevent stunting and enhance the well-being of children in Indonesia.

Socialization and Education to Prevent Stunting

Capacity Building for Community Health and Early Childhood Education Workers to Prevent Stunting

GGP reaffirmed its commitment to combat stunting through the 2024 Stunting Program Training held at the GGF Training Center in Lampung. The event involved speakers from the National Population and Family Planning Agency (BKKBN) and the Central Lampung District Health Office, who delivered presentations on “Parenting to Prevent Stunting” and “Family Safety and Child Nutrition.”

Participants included posyandu workers, midwives, early childhood education (PAUD/KB/Kindergarten) principals from the 2024 stunting focus areas, as well as representatives from BAPPEDA and the Education Office. The training equipped cadres with the latest knowledge to provide optimal posyandu services and ensure accurate data recording of child measurements.

As key community figures, they are expected to serve as motivators and communication bridges between healthcare workers and residents. Through this training, GGP strengthens their capacity as crucial partners in building a healthier, stunting-free future generation.

Pola Hidup (Healthy Lifestyle)

A healthy lifestyle plays a vital role in improving the quality of life for individuals and communities. As part of its social responsibility, GGP implements programs under the GREAT Indonesia pillar to help communities achieve a better standard of living. These initiatives focus on stunting prevention and strengthening food security.

One such effort involves collaboration with Women Farmers' Groups (KWT) to encourage household food cultivation. This initiative encourages communities to use their home gardens as productive food sources, addressing limited access to nutrition and reducing dependency on external supplies, especially around company operational areas.

Under the Sustainable Food Garden Area (KRPL) initiative, GGP provides training, seeds, and essential resources to transform household yards into productive gardens. The company also builds greenhouses for seedling cultivation, which are then distributed to participants. In 2023–2024, the program reached 180 households and supported the construction of six greenhouses. KWT actively facilitates training and mobilizes community engagement.

This collaboration also supports women's involvement in household food security and enhances the program's social impact. By promoting healthy, community-based lifestyles and utilizing home gardens, the initiative improves access to nutrition, empowers families economically, and raises awareness of sustainable environmental practices.

Greenhouse of KWT Sekar Wangi

Empowering Women Through Sustainable Farming

"Since partnering with GGP, we at KWT Sekar Wangi have experienced significant progress, especially after receiving a greenhouse from GGP. The greenhouse has greatly supported our group's development. Our crops now grow healthier and more robust, protected from extreme weather during both the dry and rainy seasons. We also worry less about pests and plant diseases, as the greenhouse offers a more controlled and secure environment.

However, we do face challenges. Lately, member engagement has declined, which has affected our farming activities. Even so, we continue to maintain our spirit and unity to keep the group active and beneficial for all members.

For us, the partnership with GGP is more than physical support; it's a source of moral encouragement that helps us grow as an independent and empowered women farmers' group."

Sri Supriati
Treasurer, KWT Sekar Wangi

Tumbuh Bersama (Growing Together)

Tumbuh Bersama (Growing Together) is GGP's comprehensive initiative aimed at supporting the development of communities surrounding its operational areas. The program focuses on three key areas: infrastructure, education, and socio-economic empowerment. Through these pillars, GGP promotes inclusive and sustainable change at the community level.

In terms of infrastructure, GGP supports the development of public facilities to improve access to essential services such as healthcare, education, and transportation. These efforts help create livable environments and stimulate local social progress.

In the area of education, GGP contributes to the growth of youth capacity through partnership with leading universities such as IPB, UI, and UGM. Initiatives like GGP Goes to Campus expose students to integrated agricultural industries and offer internship and field visit opportunities at GGP operational sites.

The socio-economic pillar is carried out through empowerment programs such as the Farmer Empowerment Partnership (FEP), which supports local farmers and small businesses in business development. These initiatives strengthen the circular economy and open up new economic opportunities within the community.

By engaging communities directly and encouraging participation, Tumbuh Bersama fosters an inclusive and sustainable empowerment ecosystem. All program outcomes are reported annually in GGP's CSR report to uphold transparency and accountability.for its social impact.

Infrastructure

Supporting public facility development to improve access and quality of basic services.

Education

Strengthening the education ecosystem through training, academic collaboration, and industry-relevant skills.

Socio-Economic

Building community economic resilience through inclusive programs that foster independence and create long-term value.

Infrastructure

GGP actively contributes to public infrastructure improvement to uplift community well-being around its operational areas. The program focuses on the construction and rehabilitation of roads, drainage systems, bridges, and social facilities such as places of worship. These efforts help improve mobility and expand access to education, healthcare, and employment.

In 2023–2024, infrastructure development was concentrated in Central and North Lampung, aiming to enhance accessibility and create a healthier, more livable environment. The program not only addressed physical improvements but also prioritized community participation at every stage, from planning to maintenance. This inclusive approach builds a sense of ownership and helps ensure the long-term sustainability of the infrastructure.

By involving the community at every stage of development, GGP works collaboratively to build healthier, more self-reliant, and prosperous neighborhoods. The infrastructure developed is intended not only to provide short-term benefits but also to support long-term sustainability and community well-being.

Throughout 2023–2024, GGP played an active role in infrastructure improvement through construction, rehabilitation, and maintenance activities.

Infrastructure	Unit	2023	2024
Places of Worship	Building	35	44
Drainage	Km	92	64
Road	Km	36	36
Bridge	Building	2	2

Support for Building Sanitation Facilities at Baitun Nur Mosque, Gunung Agung

Support for the Development of Al-Muttaqin Putra Mosque, Lempuyang

Development of Drainage Infrastructure in Terbanggi Ilir

Development of Drainage Infrastructure in Terbanggi Ilir

Education

University Partnerships

GGP recognizes that collaboration between industry and higher education institutions plays a crucial role in generating sustainable impact. Through the Tumbuh Bersama program, GGP actively partners with universities to support the implementation of the Tridharma of Higher Education: education and teaching, research and development, and community service.

In the area of education and teaching, GGP facilitates internship programs that immerse students in real-world professional settings. These programs enable students to apply academic knowledge into practical experience while learning directly from seasoned industry professionals. In terms of research and development, GGP's Research and Development Department collaborates with universities on a range of initiatives, including agricultural management, circular economy practices, precision agriculture digitalization, and waste processing technologies.These collaborations leverage GGP's technological and operational resources to advance innovative and impactful research. Additionally, GGP works with universities on community service initiatives, including organic fertilizer development, food processing, and environmental conservation.

This collaboration enhances the synergy between academia and the industrial sector while delivering strategic value to both parties. Higher education institutions gain exposure to real-world industrial practices, and GGP is able to identify and engage with forward-thinking young professionals whose skills align with current business needs. In doing so, GGP contributes to the development of skilled human capital and helps lay the groundwork for a competent and future-ready workforce.

By 2024, GGP has established partnerships with 20 public and private universities across six provinces, with a primary focus on its operational area in Lampung, as well as campuses in West Java, Central Java, Yogyakarta, East Java, and Bali. These partnerships are enriched by a variety of collaborative activities, including funding for campus programs, organizing job fairs and career exhibitions, and the implementation of the GGP Goes to Campus initiative.

Partner Universities:

GGP Goes to Campus is an initiative designed to introduce integrated agriculture industry practices to university students while also opening career opportunities within the sector. This program has been conducted at several leading universities, including Gadjah Mada University (UGM), Bogor Agricultural University (IPB), University of Indonesia (UI), and Telkom University. It also serves to strengthen sustainable connections between the education sector and the business world.

GGP Supports Young Talent at Telkom University Career Day 2024

As part of its commitment to youth empowerment, GGP took part in the Telkom University Career Day 2024. GGP introduced a range of career opportunities, internship programs, and leadership development initiatives such as LEAP and PLDP for students and recent graduates.

With the theme Future Ready Careers, GGP's presence extended beyond that of a typical employer. The company positioned itself as a strategic partner in preparing young talents for the professional world. GGP also shared insights on sustainability values practiced in the horticulture and FMCG industries.

GGP's active engagement with universities, including Telkom University, reflects its concrete role in developing future leaders who are innovative, environmentally conscious, and socially responsible.

GGP Promotes Sustainable Innovation through Collaboration with Universities

Through the Kedaireka program, GGP plays an active role in promoting collaboration between higher education institutions and industry. This initiative aims to build an inclusive innovation ecosystem that benefits academia, businesses, and society By participating in the Kedaireka Matching Fund, GGP ensures that research and innovation efforts not only support the company's sustainability goals but also contribute positively to Indonesia's broader economic development.

As a strategic partner in Kedaireka, GGP recognizes the critical role of research in sustaining and advancing industry growth, particularly in developing environmentally friendly and sustainable products. The company engages in joint research with universities on topics such as green economy development and technology-driven solutions for the agriculture and food sectors. These collaborations also provide students with the opportunity to gain hands-on experience in the industry and develop skills aligned with market needs.

GGP further supports student development by offering internships and real-world project experiences that deepen their understanding of professional challenges. Through its role in Kedaireka, GGP reinforces its commitment to fostering innovation that benefits both the company and society, aligning with its broader vision of growing in harmony with communities and nature. The success of this program highlights the importance of collaborative efforts between university and industry in delivering sustainable, innovative solutions.

Student Internship

GGP recognizes the importance of industry involvement in supporting practical and future-oriented higher education. Therefore, the company consistently provides access to educational institutions to facilitate direct interaction with the industry, including through internship and practical training programs for students.

These programs are designed to offer immersive learning experiences by involving students directly in the company's operational activities. Students gain a comprehensive understanding of the business processes and value chain within the integrated agriculture industry, from cultivation and processing to product distribution.

Through these practical work programs, GGP not only exposes students to technical and managerial aspects in the field but also introduces the sustainability principles central to its operations. The program also helps GGP build early connections with promising young talents, allowing the company to identify potential future employees aligned with its values.

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In addition to internships, GGP regularly hosts visits from educational institutions to its operational sites, supporting experiential learning. These visits provide students with first-hand insight into modern agricultural practices and the company's sustainability initiatives.

Field Work Visit – Environmental Engineering, University of Lampung

Academic Visit by Soil Science Students – IPB University

Field Study by Agribusiness Graduate Students – IPB University

Praktisi Mengajar (Experts in Education Program)
Schools and universities provide students with strong theoretical foundations. However, their understanding deepens through practical insights from industry professionals. GGP actively participates in the Praktisi Mengajar program by sending internal industry experts to seminars, guest lectures, and school visits throughout the reporting year. These sessions help students understand how theories are applied in the real world, particularly in integrated agriculture and sustainability. Direct interaction with professionals enriches their perspectives, inspires motivation, builds networks, and offers a clear view of future career opportunities.This initiative reflects GGP's commitment to advancing education that is relevant, practical, and aligned with industry demands.

National Seminar: Flower and Fruit Festival (FBBN) 2023
August 19, 2023

As part of its commitment to supporting national agribusiness development, GGP's Corporate Affairs Director, Welly Soegiono, took part in the 2023 National Seminar of the Indonesian Flower and Fruit Festival, organized by Agronomy and Horticulture students of IPB University. The event provided a platform to share knowledge and experiences with students and horticultural business actors, focusing on the potential of Indonesia's native flowers and fruits.

In his presentation at the Toyib Hadiwijaya Auditorium, Welly Soegiono emphasized the significant potential of Indonesian local fruits to compete in global markets when managed properly. He also presented examples of how these fruits can be processed into value-added products and outlined GGP's marketing strategies for expanding its international reach.

GGP's involvement is expected to inspire students and entrepreneurs to innovate in developing horticultural products that are technology-driven and sustainable. The event also demonstrated the strong collaboration between industry and academia in nurturing future agribusiness leaders who are resilient and forward-thinking.

GGP Supports The Three Pillars of Higher Education (*Tridharma Perguruan Tinggi*)

Education and Learning
Internship program for students

Research and Development
Joint research between industry and campus

Community Service
Collaboration on empowering communities around the company

Socio-Economic

Farmer Empowerment Partnership [GRI 203-2] [GRI 13.22.1] [GRI 13.22.4]

GGP runs the Farmer Empowerment Partnership (FEP) as part of its Tumbuh Bersama initiative. The program aims to strengthen farmer independence while building a sustainable and inclusive supply chain. It creates shared value for both local communities and the company by positioning farmers as partners in an integrated agribusiness ecosystem.

Through FEP, GGP provides technical training, farming assistance, and access to production inputs. The program also promotes the formation of cooperatives to strengthen farmers' bargaining power within the supply chain. These cooperatives help farmers access affordable financing, manage logistics, and explore wider and more efficient market opportunities.

As part of the program, farmer cooperatives collaborate with GGP in three key areas: knowledge, resources, and transactions. In knowledge, GGP offers regular training and technical support to improve sustainable farming skills. In resources, GGP provides quality seeds, fertilizers, and affordable financing to enhance productivity. In transactions, GGP acts as a marketing partner, ensuring the purchase of crops at stable and transparent prices.

Currently, the partnership has engaged 1,268 farmers across five provinces, focusing on key commodities such as bananas, avocados, and papayas. This number continues to grow as the program expands to other crops. The partnership model transforms traditional, inefficient supply chains into shorter, fairer, and more profitable systems for farmers.

The FEP program not only improves farmer productivity and income but also strengthens local food security and broadens overall economic impact in surrounding communities Through a structured, efficient, and inclusive farming system, GGP promotes farmer well-being and contributes to long-term socio-economic resilience in its areas of operation.

Farmer Empowerment Partnership

PT Great Giant Pineapple

Tanggamus, Bener Meriah, Karo

PT Nusantara Segar Abadi
Subsidiary of PT Great Giant Pineapple

Sukabumi, Ampel Gading, Bondowoso, Jembrana, Bangli, Selopuro, Banyuwangi, Maros, Gowa

Expanding Sustainable Partnerships for Resilient Farmers

As part of its commitment to farmer empowerment and local economic development, GGP has expanded its Farmer Empowerment Partnership (FEP) program to South Sulawesi and Bali. The program provides technical assistance, access to inputs, and integration into a sustainable supply chain.

In South Sulawesi, GGP collaborates with the Provincial Government to develop Cavendish banana cultivation. The program involves 11 farmer groups, each consisting of dozens of farmers with sizable land areas. With ongoing support and improved market access, farmers have seen real improvements in their livelihoods. The provincial government also supports the program by providing tissue-culture seedlings and facilitating large-scale land expansion plans.

In Bali, GGP, through its subsidiary PT Nusantara Segar Abadi (NSA), has launched a partnership with the Jembrana Regency Government and local farmers to cultivate export-quality Cavendish bananas. The program began with a two-hectare pilot area, with plans to expand to 50 hectares. This initiative aims not only to boost high-quality banana production but also to empower local farmers and strengthen the regional economy.

This expansion reflects GGP's ongoing efforts to build inclusive, sustainable agricultural systems and deliver long-term benefits to farming communities across Indonesia.

MSME Partnerships

GGP believes that empowering Micro, Small, and Medium Enterprises (MSMEs) is key to strengthening local economies and creating lasting social impact. Through its Tumbuh Bersama program under the socio-economic pillar, GGP builds strategic partnerships with MSMEs across its operational areas. The goal is to strengthen their capacity to generate employment and support inclusive community development. These partnerships aim to enhance MSME capacity in generating employment and promoting inclusive community welfare.

GGP provides a range of support including soft skills and technical training, business mentoring, facility provision, and access to broader markets. Beyond capacity-building, GGP also integrates MSME products and services into its supply chain. For example, pallets produced by MSME partners have supported GGP's domestic and international shipping needs for over two decades. Likewise, local garment producers supply uniforms for the Company's employees.

In addition, GGP partners with MSMEs in the food and waste management sectors as part of its circular economy strategy. The Company also guides MSMEs in expanding their own markets to promote business independence.As of 2024, GGP has partnered with 22 MSME groups across sectors including pallets, apparel, food, and waste management. Through these collaborations, GGP supports MSME growth and contributes to sustainable economic development.

In 2023 and 2024, GGP supported over 150 individuals across 22 MSME groups.

Type of MSME	2022		2023		2024	
	Number of Groups	Number of Members	Number of Groups	Number of Members	Number of Groups	Number of Members
Pallets Production	3	38	3	6	3	6
Garments	6	123	6	85	6	85
Food Processing	7	34	7	49	7	49
Maggot Black Soldier Fly (BSF)	1	5	3	6	3	6
Women Farmers Group	2	20	1	6	1	6
Waste Bank	0	0	2	15	2	15

Empowered Partnerships, Productive Cooperatives

Our journey with GGP through the Farmer Empowerment Partnership program has brought real change to our cooperative. Growing Pisang Mas bananas has not only improved our farmers' incomes but also created new job opportunities in our community.

The guidance we've received, from farming techniques and pest control to financial management, has made a big difference. It's helped us farm more professionally and manage the cooperative more effectively. We've even started exploring value-added products from our harvests, something we hadn't considered before.

However, challenges remain, particularly the limited availability of pre-harvest tools and unequal access to training among all partner farmers. We hope this program will continue and expand, so that both cooperatives and farmers can further improve their livelihoods and reach wider markets, including exports

Sigit Wicaksono
Chairperson, Suberejo Farmers' Cooperative
Tanggamus, Lampung

Community Development through Circular Economy Practices
Adopting a sustainable approach, GGP implements circular economy principles that focus not only on waste reduction but also on creating added value through community empowerment. Agricultural products such as pineapples and bananas that do not meet export standards are not discarded. Instead, they are processed by local communities into marketable snack products, such as chips and banana flour. This effort not only helps reduce waste but also creates new business opportunities for local MSMEs.

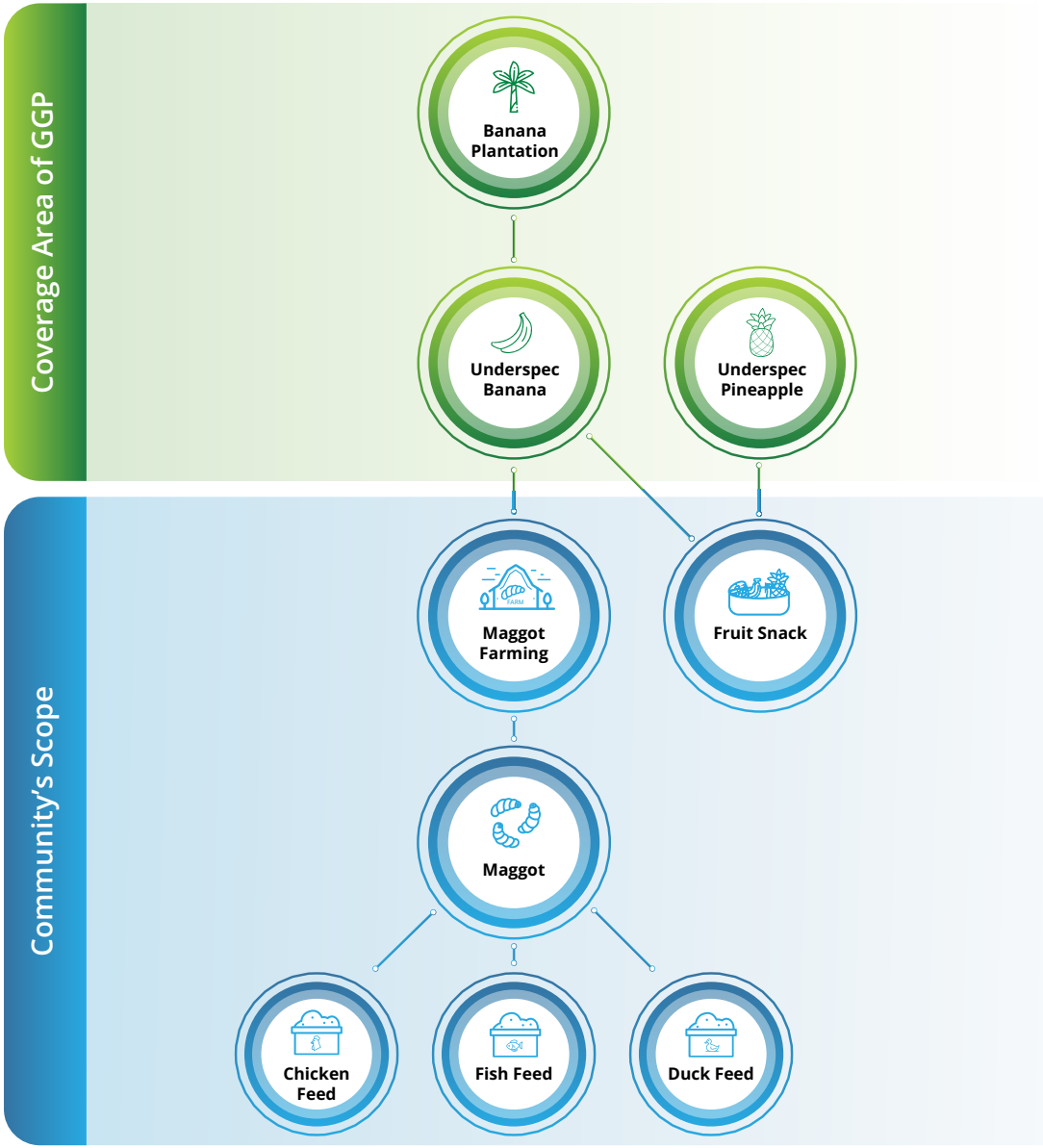
GGP further strengthens its circular economy approach by repurposing organic waste from its operations. This waste is distributed to partner MSMEs for decomposition using maggots. The harvested maggots are then used as poultry feed, creating a more efficient and environmentally friendly production cycle. This entire process is facilitated through cooperative partnerships that support the marketing and distribution of the end products. This approach not only reinforces GGP's circular economy practices but also delivers environmental benefits, supports community livelihoods, and contributes to local economic stability.

Mixed Fruit Chips by a Local MSME in Labuhan Ratu Empat Village

Banana Flour Produced by Sekar Transad Women's Farming Group

Banana Chips Product – Elmuna Chips, MSME Bumi Restu Village

Circular Economy Cycle of Waste and Community Development



Great Stewardship, Thriving Nature

Planting Values, Cultivating Sustainability

GGP places environmentally friendly practices at the core of its sustainable business operations. This commitment is reflected in various initiatives, including the implementation of a circular economy, regenerative agriculture, and both climate change mitigation and adaptation efforts. Through these approaches, we aim to manage natural resources responsibly, maintain ecosystem balance, and minimize the environmental impact of our operations.

We optimize material use by applying the principles of recycling and reuse, while also preserving soil health and biodiversity through environmentally sound cultivation practices. These efforts help reduce waste and dependence on new resources, while strengthening the long-term resilience of our production systems.

These initiatives form an integral part of GGP's long-term strategy to develop a business that is both resilient and environmentally responsible. GGP regularly reviews the effectiveness of its programs and policies to ensure that each initiative produces meaningful and relevant environmental impact. This ongoing evaluation allows the company to enhance its environmental management practices, ensuring they remain adaptive, forward-looking, and innovative in responding to evolving challenges.

To ensure a measurable and meaningful sustainability direction, GGP has established a structured commitment framework. This is embodied in the GREAT Pledge, which also serves to strengthen the company's ESG performance. The GREAT Pledge consists of four main pillars: Climate Resilience, which strengthening resilience to climate change risks; Regenerative Agriculture, which promoting agricultural systems that restore and enrich ecosystems; Circular Economy, which enhancing resource efficiency through reuse and waste reduction; Sustainability Grow with Community, which ensuring that business growth goes hand in hand with community empowerment and well-being. Further details on GGP's targets and initiatives under the GREAT Pledge are presented in the Sustainability Management Chapter.

GGP implements environmental management across all operational areas, including Lampung, in accordance with applicable regulations at the global, national, and local levels. As part of a systematic approach, GGP has adopted the ISO 14001 environmental management system at its main facilities. Certification is conducted annually to ensure compliance with standards and to support continuous improvement in environmental management.

During the reporting year, GGP did not commit any legal violations related to environmental aspects. As a result, the company did not incur any fines, sanctions, or environmental liabilities at the end of the year.

Number of Legal Violations Related to Environmental Aspects

	2021	2022	2023	2024
Number of Legal Obligation Violations	0	0	0	0
Total Fines/Sanctions Related to Violations (in IDR)	0	0	0	0
Environmental Liabilities at Year-End (in IDR)	0	0	0	0

GREAT Pledge

Climate Resilience

Minimizing environmental impact and actively safeguarding the planet

Regenerative Agriculture

Preserving natural resources and expanding sustainable agriculture to build resilient landscapes

Circular Economy

Creating competitive advantages through the implementation of environmentally friendly practices

Sustainably Grow with Community

Enhancing community livelihoods in line with business growth

Environmental Management Performance 2023–2024

Reduced food loss and food waste sent to landfill by

48%

Updated the greenhouse gas (GHG) emissions inventory, reporting total net emissions of

463,913 tCO_2e in 2024

429,788 tCO_2e in 2023

Provided integrated pest management training to

1,061 participants during 2023–2024

Enhanced compost material quality, leading to a

63% in the use of organic fertilizers in 2024 compared to 2023

Reduced water intensity per pineapple production cycle by **4%** in 2024 compared to 2023

Achieved total energy savings of

123,079 GJ over 2023 period

21,170 GJ over 2024 period

Contribution to the SDGs (Sustainable Development Goals)

Managing Climate Risks, Sustaining the Future

[GRI 3-3] [GRI 13.2.1] [GRI 13.2.2] [SASB FB-AG-110a.2]

Greenhouse gas (GHG) emissions and other air pollutants resulting from energy consumption, production processes, and GGP's transportation and logistics activities have both actual and potential impacts on the environment, society, and the economy. GHG emissions accelerate climate change, contributing to extreme weather events and ecosystem disruption. Meanwhile, air pollutants degrade air quality around operational areas and can negatively affect public health. From an economic perspective, uncontrolled emissions can lead to additional costs due to compliance obligations and operational risks. On the other hand, emission reduction efforts create opportunities for energy efficiency, process innovation, and improved corporate competitiveness.

To support climate resilience, GGP promotes energy efficiency and the use of clean energy to reduce carbon emission footprints. Energy transition, including the development of renewable energy, is an integral part of the company's long-term plan. In addition, GGP collaborates with local partner groups to utilize biomass waste for biogas production as part of an inclusive, community-based energy transition.

As a strategic issue, climate change risks and opportunities are directly managed by the President Director and overseen by the Board of Commissioners. The scope of this issue includes climate risks to the company and its financial performance, planning for the transition to renewable energy, and GHG emission reduction to support the national net-zero target. At the management level, the issue is regularly managed by the Sustainability and Risk Management teams. Through this management approach, GGP strives to strengthen business resilience and contribute to global efforts to address climate change.

GGP has set a target to achieve Zero Emission by 2050. To support this goal, the company has developed a long-term strategy through 2030, with a primary focus on reducing greenhouse gas (GHG) emissions across all business units, especially at GGP's Food and Energy Estate (FEE) in Lampung. Various innovative approaches have been implemented as part of this strategy, which will be discussed in more detail in the following sections. [SASB FB-AG-110a.2.] [GRI 305-5] [GRI 13.1.6]

Emission Reduction Strategies

Increasing the use of renewable energy

Improving energy efficiency

Enhancing soil organic carbon levels

Evaluating the supply chain

TCFD-Based Climate Risk Assessment for Long-Term Resilience

Guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), GGP conducted a comprehensive assessment of climate-related risks and opportunities in 2023. This assessment involved analyzing risk management practices using climate scenario modeling.

The scenario-based risk analysis focused on two main categories: Transition Risks and Physical Risks. Transition Risks include policy and market risks arising from shifts in strategies, regulations, and market or customer sentiment as society and industries work to reduce carbon dependency and climate impacts. Physical Risks refer to the direct impacts of climate change and their associated financial costs.

The risk and impact assessment considered short-, medium-, and long-term financial implications. The results provide a foundation for GGP to strengthen policies and strategies aimed at reducing greenhouse gas emissions and developing mitigation measures to manage climate-related risks effectively.[GRI 201-2]

GGP's TCFD report is available on the company's official website.

Utilization of Biogas for Clean Energy

Since 2010, GGP has utilized renewable energy by developing Biogas Plants that convert liquid waste into biogas. Previously, wastewater decomposition released greenhouse gases (CH4, CO2, H2S, and H2O) untreated into the atmosphere. Now, these gases are captured and used as a renewable fuel source, supporting the company's energy sustainability.

Biogas is produced using decomposition in the UASB (Upflow Anaerobic Sludge Blanket) methane reactor, generating steam. About 30% of the biogas energy supplies the tapioca plant under GGF, replacing 100% of fossil residual fuel oil (HFO) in the thermal oil boiler. The remaining 70% powers electricity generation, replacing 7-10% of fossil fuel in the coal-fired boiler. This initiative promotes cleaner energy transition and supports circular economy practices within GGP and other GGF business units.

Since 2012, the Biogas Plant project has been integrated into the Clean Development Mechanism (CDM) under the Kyoto Protocol, earning Certified Emission Reduction (CER) credits for CO2 reduction. With global developments, GGP now aligns with the Article 6.4 mechanism of the Paris Agreement. Annually, the Biogas Plant reduces greenhouse gas emissions by 20,000 to 40,000 tons of CO2 equivalent. It processes 4.9 million Nm^3 of liquid waste (equivalent to 7,000 tons of coal) and 3.1 million Nm^3 of waste (equivalent to 2 million liters of HFO) from the tapioca plant, fully replacing HFO consumption.

Each year, the Biogas Plant helps reduce greenhouse gas (GHG) emissions by an estimated 30,000 to 40,000 tons of CO_2 equivalent. This reduction is calculated using 2013 as the baseline year, as biogas production began in November 2012. The calculation covers Scope 1, 2, and 3 emissions, using the GHG Protocol as the primary methodology and ISO 14064-1 as the reporting standard.

The Biogas Plant processes liquid waste from the pineapple and tapioca factories to generate approximately 6.9 million Nm^3 of biogas annually. The use of this biogas contributes to reducing fossil energy consumption, equivalent to replacing 5,144 tons of conventional carbon-based fuel and 1.9 million liters of heavy fuel oil (HFO) each year.

GGP Energy Efficiency Strategy[GRI 3-3]

GGP manages energy consumption responsibly as part of its commitment to operational efficiency and minimizing environmental impact. Energy is used to support a wide range of activities, from production processes to supporting facilities such as offices and employee housing. The company's energy consumption includes electricity supplied by the national grid (PLN) and various types of fossil fuels such as diesel, LPG, and other sources used in power generation and operations. GGP also utilizes renewable energy in the form of biogas, produced from organic waste, to power a generator at its integrated site in Lampung.
[SASB FB-AG-110a.3.]

Energy use provides several benefits, including operational continuity, cost efficiency, and job creation. However, the use of fossil-based energy also contributes to greenhouse gas (GHG) emissions and air pollution, which in turn drive global warming and affect environmental quality and the health of nearby communities.

To manage these impacts, GGP has adopted an energy management system based on ISO 50001:2018 and implements structured energy efficiency initiatives. This approach includes monitoring energy consumption, utilizing alternative energy sources, raising employee awareness, and conducting regular evaluations through energy audits and energy intensity measurements. Through these efforts, GGP aims to ensure more efficient, cleaner, and sustainable energy use.

Energy Consumption within the Organization [GRI 302-1] [GRI 302-3] [SASB FB-AG-130a.1]

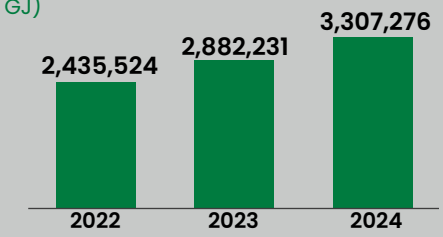
GGP adopts a structured approach to energy consumption management to ensure data accuracy and consistency. Energy calculations are conducted based on the internal Energy Review procedure, which follows recognized industry methodologies and standards. This procedure also references credible national and international conversion factors.

Each type of energy is routinely monitored in the field using dedicated measuring instruments, for example, flow meters are used to track diesel and biogas consumption. Collected data is then converted into gigajoules (GJ) in accordance with the technical specifications for each energy source.

GGP's total energy consumption reached 2,882,231 GJ in 2023 and increased by 14.75% to 3,307,276 GJ in 2024. This increase was driven by the addition of new production lines and the growing operational complexity of the company's facilities, including variations in utilization rates and production systems.

As part of its commitment to building an efficient and low-emission operational system, GGP continues to promote the optimization of energy use across all activities, including the use of renewable energy sources. One such source is biogas, derived from organic waste treatment. In 2024, biogas consumption reached 91,520 GJ, accounting for approximately 2.8% of GGP's total annual energy consumption. This figure represents a decrease from the previous year, as a significant portion of the biogas supply was redirected to support the expansion of PT Umas Jaya Agrotama, a GGP affiliate increasing its production capacity. Detailed energy consumption data can be found on page 183.

GGP Energy Consumption [GRI 302-1] [SASB FB-AG-110a.3.]
(x 1,000 GJ)

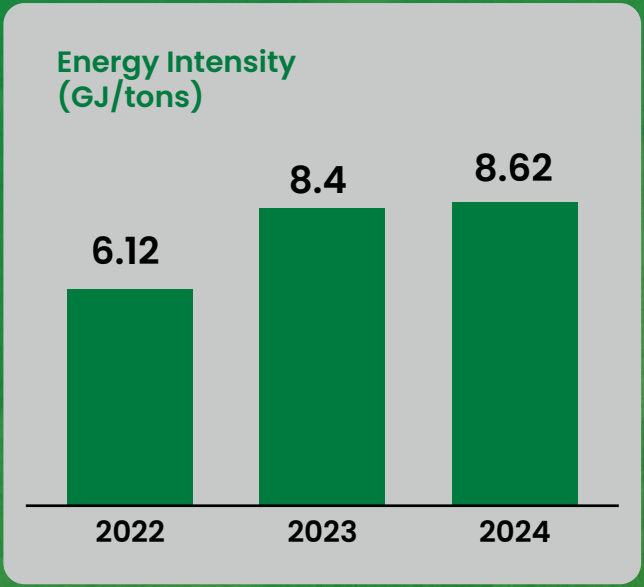


GGP's Energy Intensity [GRI 302-3]

GGP calculates its energy intensity ratio to monitor the efficiency of energy use across operational activities. The ratio is derived from the total organizational energy consumption, which includes both biogas and fossil-based energy sources such as electricity, diesel, and LPG, divided by the total production volume of processed pineapple and fresh fruit (in tons of product). All energy consumption included in this calculation originates from within the organization.

Over the past three years, GGP's energy intensity trend has shown an increase, in line with the expansion of production lines and the growing operational complexity of its facilities. This includes variations in utilization rates and the integration of additional processes within production sites.

Energy intensity figures for each product type are presented separately in the data table available on page 183.



GGP's Energy Efficiency Efforts [GRI 302-4] [GRI 302-5]

GGP remains committed to enhancing energy efficiency as part of its sustainability goals and efforts to reduce greenhouse gas emissions. Various initiatives and programs are implemented across all areas of operation, from production facilities to supporting infrastructure such as offices and employee housing. These efforts are supported by capacity building through energy management training to ensure consistent and sustainable implementation on the ground.

During the reporting period, GGP carried out a range of energy efficiency programs, including equipment replacement, optimization of utility systems, reuse of process waste, and the application of regular energy monitoring systems. One of the key initiatives involves the use of biogas as an energy source to operate the Biogas Plant. Additionally, GGP has transitioned from diesel fuel to Compressed Natural Gas (CNG) to support transportation activities and the operation of heavy equipment at its processing facilities.

GGP measures its energy efficiency improvements using a 2022 baseline, with all energy values converted into gigajoules (GJ). The calculations are based on technical assumptions for each energy efficiency initiative and refer to the company's Energy Review procedures and recognized industry practices. The energy types included in the assessment are fossil fuels, including electricity and diesel.

During the reporting period, GGP achieved a total energy efficiency gain of 144,248.88 GJ, consisting of 123,078.71 GJ in 2023 and 21,170.17 GJ in 2024. These efficiency gains were primarily driven by initiatives within production processes. Electricity savings were achieved through the implementation of an energy monitoring system, power factor (cos phi) improvements, reuse of discharge water from water jets, use of wastewater for sanitation processes, and the reuse of steam condensate and product rinse water. Additionally, replacing diesel-engine irrigation systems with electric motors helped reduce diesel fuel consumption.

The decline in energy savings recorded in 2024 reflects that GGP's operational systems and processes have undergone significant improvements and are reaching increasingly optimal levels of efficiency. Although product-level energy efficiency has not yet been calculated, the company is committed to gradually expanding energy-saving efforts beyond production lines to other areas across the operational value chain.

Detailed data on energy efficiency performance is available on page 184.

Energy Efficiency Training

As part of its efforts to strengthen internal capacity and promote responsible energy management, GGP continuously provides training on energy efficiency. Between 2023 and 2024, four training sessions were conducted, involving 111 participants from various departments. These sessions focused on enhancing both the technical and strategic understanding of employees regarding international energy management standards, energy performance monitoring, and the connection between energy use, greenhouse gas emission reduction, and the company's sustainability targets. All training activities are designed to encourage the adoption of energy-efficient practices across all operational units.

Energy-Related Training

Energy-Related Training	Year	Number of Participants
Training: Energy Performance Indicator (EnPI) & Energy Baseline (EnB), ISO 50006	2023	25
Training: Understanding of ISO 14064 and ISO 14067 (Greenhouse Gas Inventory & Carbonfootprint)	2023	35
Electrical Training	2024	24
Training: Awareness Science Based Targets Initiative (SBTi)	2024	27

Fuel Diversification and the Energy Transition

GGP began piloting biomass as an alternative fuel in 2024, as part of efforts to reduce dependency on fossil fuel. These initial trials suggest strong potential for cleaner energy integration. Though still limited in scope, the company is actively assessing the viability of broader implementation.

Currently, GGP operates on a dual-fuel model, combining fossil fuel and biomass in its energy systems. The company is working toward a triple-fuel configuration, which will add biogas into the mix. This approach is expected to raise energy system flexibility while accelerating the company's decarbonization goals.

Energy Transition Goals

Beginning in 2025, GGP plans to initiate a feasibility study for replacing non-renewable power sources. The company's long-term target is to fully switch to renewable electricity by 2030. If a full replacement proves unfeasible, GGP will adopt co-firing strategies using biogas, biomass, and RDF (Refuse-Derived Fuel) to supplement existing systems.

GHG Inventory and Monitoring Toward Net-Zero [GRI 13.1.1]

(GHG) emissions for Scope 1 and Scope 2 from GGP's management and production activities in Lampung. This monitoring supports efforts to reduce emissions and achieve the company's Zero Emission target.

GHG emissions calculations at GGP are performed by an internal team using an operational control approach that refers to international standards such as the GHG Protocol and ISO 14064-1. Calculated emissions for Scope 1, Scope 2, and Scope 3 include CO_2, CH_4, and N_2O, converted into carbon dioxide equivalent units (CO_2e) using the 100-year Global Warming Potential (GWP) from the IPCC, ensuring international consistency and comparability. The calculation methodology follows the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, supported by additional references such as UK Defra (EF 2022), Indonesia's Ministry of Environment and Forestry (KLHK), and Ministry of Energy and Mineral Resources (ESDM) for relevant emission factors and net calorific values.

As part of the commitment toward the Zero Emission target, GGP is progressively strengthening its emissions monitoring and reporting system, including expanding coverage to indirect emissions (Scope 3), conducting periodic data verifications, and calculating and submitting carbon footprint certifications. For the most recent calculations of Scope 1, Scope 2, and Scope 3 emissions, GGP set 2022 as the base year, aligned with the commencement of emissions data inventory and completion of the verification process in 2023.

GGP's greenhouse gas emissions primarily originate from energy consumption, plantation operations (Agriculture, Forestry, and Other Land Use – AFOLU), and waste management. To ensure conformity with international guidelines, GGP conducted emissions data verification for 2023 covering all emission scopes.

Based on inventory results, GGP's total net emissions in 2024 were 463,913 tCO_2e, representing a decreasing trend of 21.39% compared to 2022. This reduction reflects the effectiveness of consistent energy management initiatives implemented by the company. Achievements were realized through the application of standardized energy management systems, energy efficiency campaigns across operational lines, and increased utilization of renewable energy, particularly biogas. [GRI 305-5]

In detail, Scope 1 emissions in 2024 were recorded at 336,326 tCO_2e, after accounting for an emission reduction of 18,336 tCO_2e from GHG removal activities that began to be measured in 2024. This figure represents a 19.55% increase in Scope 1 emissions compared to 2022. [GRI 305-1] [GRI 305-5]

GHG removal calculations commenced at GGP in 2024 for emissions under Scope 1.5, covering Forestry and Other Land Use (FOLU), which reduce Scope 1 emissions. The base year for this calculation refers to 2022 data, coinciding with GGP's start of emissions verification. This calculation includes carbon removal from vegetation on production and marginal lands, as well as carbon stock from biochar usage. [GRI 305-5]

In 2024, Scope 2 emissions were recorded at 13,121 tCO_2e, representing a 4.12% reduction compared to 2022. Scope 3 showed a more significant decrease of 59.09%, reaching 114,467 tCO_2e. [GRI 305-2] [GRI 305-3]

GGP has set emission reduction targets through 2030 of 42 percent for Scope 1 and 2, and 25 percent for Scope 3, with 2022 as the base year. Compared to these targets, the 2024 achievement shows a combined Scope 1 and 2 emission reduction of 12.60 percent. Meanwhile, the 2024 Scope 3 emission reduction has already exceeded the established target.

GGP utilizes blended fuels B30 and B35, generating emissions from two sources: fossil and biogenic components. Starting in 2023, biogenic emissions from biodiesel content were recorded separately to ensure transparency in emissions reporting. Total biogenic emissions from Scope 1 were 14,943 tCO_2e in 2023 and 18,209 tCO_2e in 2024. These amounts are calculated based on the biodiesel content proportion in each fuel type, using emission factors referenced from KLHK and IPCC. [GRI 305-1]

Through these measures, GGP has successfully reduced emissions while strengthening its commitment to clean energy transition and achieving long-term decarbonization targets.

GHG Emission Intensity [GRI 305-4] [GRI 13.1.5] [SASB FB-AG-110a.1]

In addition to monitoring total emissions, GGP also measures both organizational and product-level emission intensity. The calculations include emissions from Scope 1, 2, and 3, covering CO_2, CH_4, and N_2O, which are converted into CO_2 equivalents (CO_2e).

In 2023, GGP's organizational emission intensity was 1.252 tCO_2e per ton, which decreased by 3.51% to 1.208 tCO_2e per ton in 2024.

At the product level (based on 2023 data), processed pineapple packed in 3-sized plastic pouches had the lowest emission intensity, at 1.06 kg CO_2e per kg net weight. On the other hand, pineapple concentrate packaged in 55-gallon steel drums (equivalent to approximately 208 liters) recorded the highest emission intensity, at 1.98 kg CO_2e per kg net weight.

Total GHG Emissions

463,913 tCO_2e

in 2024

Lowest Emission Intensity Value Per Product

1.13 $KgCO_2e/Kg$

net weight

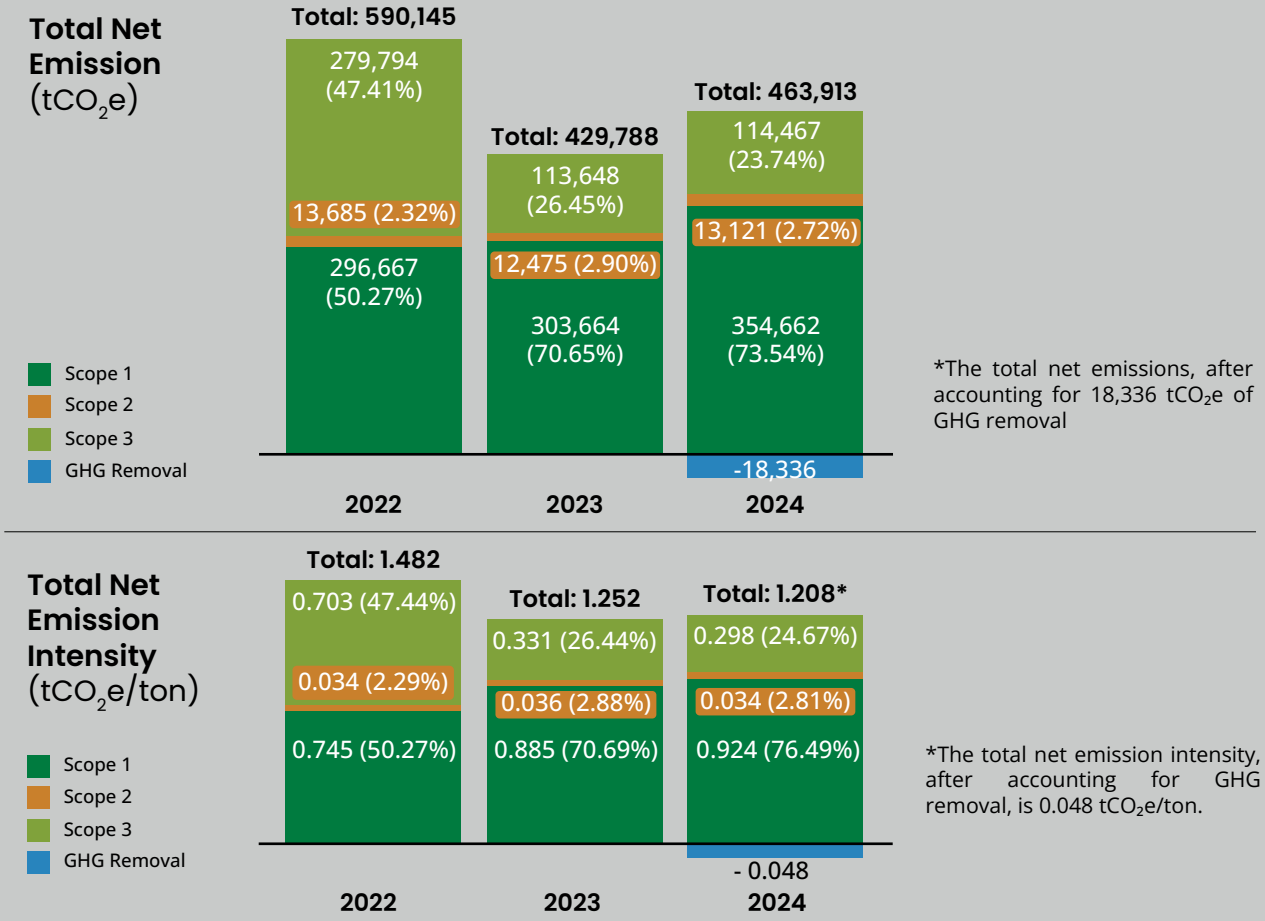
Processed pineapple product
in plastic pouch packaging, size 3

GGP calculated emissions for 17 products in 2023, with emission results varying from 1.13 $KgCO_2e$ to 3.05 $KgCO_2e$.

Emission Reduction Target

By 2030, we aim to achieve a 42% reduction in carbon emissions from Scope 1 and Scope 2 sources, and a 25% reduction in Scope 3 emissions.

GGP GHG Emission by Scope [GRI 305-1] [GRI 305-2] [GRI 305-3]



Detailed emission inventory data can be found on page 184-185.

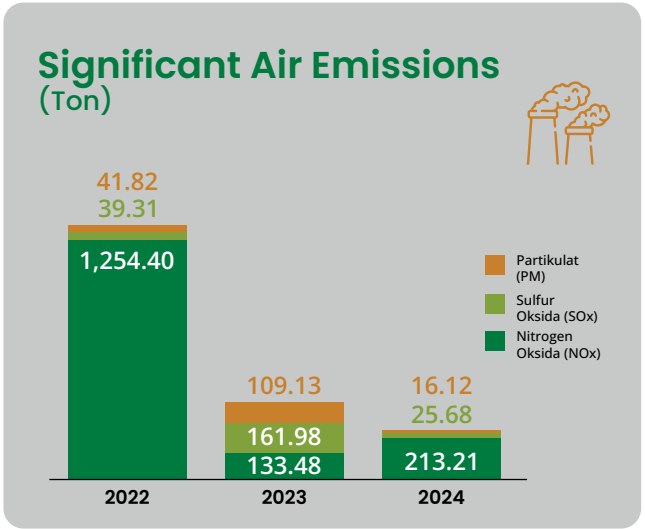
Significant Air Emissions [GRI 305-7]

GGP consistently monitors and records significant air emissions as part of its commitment to responsible environmental management. Measurements focus on three key pollutants: nitrogen oxides (NOx), sulfur oxides (SOx) and particulate matter (PM), which primarily result from biomass combustion and other industrial activities.

Emission measurements are conducted using methodologies aligned with industry best practices and nationally and internationally recognized guidelines, including those from the Ministry of Environment and Forestry (KLHK) and the IPCC Guidelines. Emission factors are based on applicable official references, with calculations performed using technical assumptions specific to each emission source.

During the reporting period, GGP recorded a significant reduction in two emission types: SOx emissions decreased by 84.15%, and PM emissions decreased by 85.23% from 2023 to 2024. These improvements reflect the effectiveness of the company's emission control initiatives.

Detailed air emission data is presented on page 185.



Air Pollution Reduction Target

GGP is committed to complying with and exceeding the air emission quality standards set by the Government of Indonesia.

Preserving Nature for The Future

As part of our long-term goal to become a global leader in sustainable food production, GGP implements high standards and modern approaches grounded in the principles of regenerative agriculture. This initiative reflects our commitment to strengthening ESG performance, as outlined in the GREAT Pledge, where regenerative agriculture is one of the core pillars.

Through the use of advanced technologies and innovative solutions, GGP implements practices aimed at preserving and restoring soil health, safeguarding water resources, and promoting biodiversity. Our dedication to environmentally friendly farming is reflected in our certification with Rainforest Alliance Sustainable Agriculture. Additionally, these practices play a significant role in advancing the Sustainable Development Goals (SDGs) by ensuring water conservation, utilizing renewable energy, and preserving both soil and biodiversity. These efforts ultimately enhancing the resilience of our agricultural ecosystems against climate change.

Regenerative Agriculture for Environmental Balance and Productivity [GRI 3-3]

Since its inception, GGP has prioritized sustainable farming principles in managing plantation areas. As technology advances and environmental challenges grow, GGP continues to innovate and adopt the best agricultural practices. In recent years, we have enhanced this approach by integrating regenerative agriculture and precision farming. This demonstrates our commitment to sustaining land productivity while restoring ecosystem health. We implement regenerative practices in a measured and monitored way, with specific areas undergoing annual assessments and certification to ensure compliance with sustainability standards.

GGP's regenerative agriculture is built on four main pillars: Biodiversity, where we apply crop rotation to improve soil structure, enhance nutrient cycles, and support local biodiversity; Soil Sustainability, with a focus on improving soil health to ensure long-term agricultural productivity; Water Sustainability, by managing water resources efficiently to optimize irrigation and drainage systems; and Climate Adaptation, where we use eco-friendly agricultural resources and work to enhance carbon sequestration. These pillars guide our efforts to maintain productivity while promoting environmental health.

This approach is central to GGP's goal of ensuring long-term productivity and environmental quality. Our regenerative farming practices help prevent land degradation while actively restoring and improving the land's productivity. Through these principles, we aim to rejuvenate ecosystems, enhance land growth potential, and avoid long-term environmental harm.

Regenerative Agriculture at PT Great Giant Pineapple

Soil

Improving soil health to ensure sustainable productivity over the long term.

Water

Implementing biocontrol methods to maintain biodiversity around farming areas.

Biodiversity

Supporting natural pest management to protect local ecosystems.

Climate

Reducing chemical fertilizer use and enhancing energy efficiency to cut greenhouse gas emissions.

Precision Agriculture

Utilizing resources efficiently throughout all business processes to maximize output and minimize environmental impact.

Regenerative Assessment: Measuring Impact, Upholding Commitment

GGP not only implements regenerative farming practices but also actively measures their effectiveness. This assessment works as a foundation to ensure that every action taken benefits both the environment and the organization. The evaluation process is conducted regularly, focusing on two main dimensions: Organizational Health and Environmental Health.

Organizational Health reflects how well regenerative practices are integrated by all employees. Every year, GGP evaluates employee performance and involvement in regenerative agriculture based on established methods and parameters.

Environmental Health is the key indicator of the success of these practices. Evaluations are conducted through both short-term (annual) and long-term (five-year) monitoring, with various parameters to assess their ecological impact.

The four main pillars of assessment are:

Soil

Organic carbon quality, soil biodiversity, erosion rate, and plant root performance

Water

Water quality in reservoirs, available water reserves, water infiltration, and erosion levels

Biodiversity

Earthworm count, percentage of cover crops, soil biomass and microbes, and the abundance of desired rare species

Climate

Carbon emissions index, nitrogen use efficiency, tree biodiversity, natural habitat conservation, and tractor fuel consumption

Through this holistic approach, GGP continues to strengthen its position in building a sustainable, adaptive agricultural system with long-term benefits for both the environment and society.

Soil Health for Productive Agriculture [GRI13.5.1]

Soil health improvement is a core focus of GGP's farming practices. As part of our Sustainability Blueprint introduced in 2023, GGP has developed long-term initiatives aimed at enhancing the physical, chemical, and biological quality of the soil to ensure sustained agricultural productivity.

Physical soil quality is managed by adjusting land cultivation techniques based on soil suitability classes and maintaining drainage systems to prevent waterlogging. Additionally, land design incorporates conservation elements, such as planting ridges, drainage systems, and water traps, to minimize erosion risk.

Biological soil quality is maintained by returning plant residues as organic matter and applying compost at the early stages of land preparation. One key indicator of success for GGP is maintaining organic carbon (C-organic) levels in soil above 1%, with current levels ranging between 1% and 1.3%, achieved by adding high-quality compost and pineapple leaf waste to the soil.

In terms of chemical management, GGP focuses on improving soil fertility by adding more organic matter, reducing chemical fertilizer use, and regularly monitoring soil conditions in labs. Soil health is monitored consistently by the R&D Department, which evaluates soil quality, pH, organic content, and land slope using established methods. From a chemical perspectives, GGP manages soil fertility by increasing organic matter, reducing chemical fertilizer use, and regularly monitoring soil conditions in laboratories. Soil health is consistently assessed by the R&D Department through quality evaluations, measuring pH, organic content, and land slope using proven methods.

In its ongoing efforts to refine sustainable farming practices, GGP actively conducts research to implement best practices in plantation land management. A concrete result of this effort is the updated land suitability classification, developed in collaboration with Lampung University, considering soil texture, organic content, and productivity levels at different locations. Each suitability class is managed with a tailored approach, such as continuous organic fertilization in some areas or crop rotation in others, ensuring land management is both adaptive and specific to each site's characteristics. [GRI 13.5.1]

Environmentally Friendly Approach to Fertilizer Use [GRI 13.5.1]

To support sustainable agriculture, GGP applies a measured, efficient fertilizer policy aligned with global standards. The use of synthetic chemical fertilizers is strictly limited, applied only during land preparation, and closely monitored. Instead, GGP prioritizes the use of organic fertilizers based on soil quality assessments to meet crop nutrition needs effectively.

GGP uses environmentally friendly sources to produce organic fertilizers. Compost is made from plantation organic waste and recycled cow manure from PT Great Giant Livestock, a GGF business unit. GGP also produces and applies Liquid Organic Biofertilizer (LOB), a liquid biological fertilizer that enhances soil structure and fertility.

Since 2022, GGP has incorporated biochar from bamboo waste as a slow-release fertilizer component to support long-term nutrient availability. To address rapid compost degradation in tropical climates, GGP developed a premium compost product in 2023. This product combines bulk compost, biochar, and vermicompost to improve compost quality and reduce the application rate.

Methods Implemented by GGP to Address Soil Health Issues:

1 Low Biodiversity

- Implementing crop rotation to sustain soil ecosystems.
- Use of chemicals only as needed to minimize environmental impact.
- Use of organic materials, such as compost, to maintain soil ecological balance.

2 Soil Structure and Texture

- Practicing minimal tillage to suit land conditions.
- Managing drainage to prevent waterlogging in crop areas.

3 Soil Chemical Content

- Managing soil pH with dolomite to improve nutrient availability and prevent plant diseases.
- Regular monitoring and evaluation in the company's internal laboratory.

4 Soil Biological Quality

- Returning plant residues to the soil as organic matter.
- Applying compost during initial land preparation.

5 Land Degradation

- Optimizing fallow periods to reduce erosion and maintain soil quality.

Liquid Organic Biofertilizer

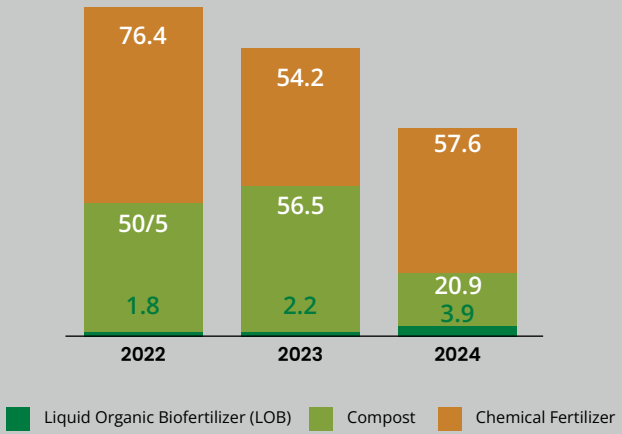
Liquid Organic Biofertilizer is used to improve agricultural soil quality by restoring its physical, chemical, and biological properties, making the soil more productive. This fertilizer contains natural microbes and plant hormones that help release essential nutrients, both macro and micro, for better crop yields.

Compost Department

- Compost fertilizer is an organic fertilizer made from organic waste sourced from GGF business units, such as cow manure, bromelain pulp, chopped bamboo, cassava peels, and cassava pomace.
- Black Soldier Fly (BSF) larvae are used in composting and as a high-protein source for livestock and aquaculture.

Fertilizer Consumption [GRI 301-1]

*(x1.000 Ton m3)



Best Protection Through Integrated Pest Management (IPM) [GRI 13.6.1]

To ensure effective and environmentally friendly crop protection, GGP implements an Integrated Pest Management (IPM) system. This approach combines physical, biological, and chemical methods, applied from the early stages such as seed selection through to plant maintenance. GGP integrates various techniques, including the use of natural predators, habitat management, and selective pesticide application, to reduce dependence on synthetic pesticides and maintain ecosystem balance.

Physical control methods include chopping and burying crop residues and weeds, soil tillage, applying a fallow period of more than two months, and crop rotation to break pest life cycles.

Biological control focuses on preserving and breeding natural enemies. For example, barn owls (Tyto alba) are used to control rats, and their habitats are protected through conservation areas around plantations. GGP also uses ants as a natural control agent. These ants are effective predators against key pests such as caterpillars, sucking insects, and mealybugs. Regular monitoring is conducted to ensure the presence and effectiveness of these natural enemies.

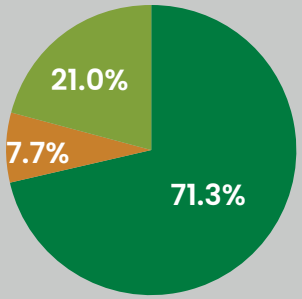
Chemical pesticide use is highly selective and only applied when other measures are no longer effective. Pesticide application is based on economic threshold levels determined through pest monitoring and damage intensity. GGP selects pesticides with lower toxicity levels according to WHO guidelines and avoids highly hazardous chemicals. A risk mitigation program is also in place to minimize impacts on pollinators, water sources, and wildlife. This includes installing Wastewater Treatment (WWT) facilities at all water discharge points. Detailed pesticide use data can be found on page 185-186.

As plantation areas expand and production volume increases, pesticide use has shown an upward trend. However, GGP ensures pest control remains precise and well-regulated. In the reporting year, over 1,000 employees received annual training to support effective implementation of IPM.

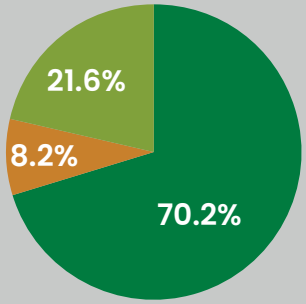
All IPM practices are carried out systematically, based on regular monitoring and evaluation, and in line with Global GAP certification standards, which require responsible pesticide management. Through this strategy, GGP protects crops from pests and diseases while also preserving ecological balance and supporting long-term agricultural sustainability. [GRI 3-3] [GRI 13.6.2]

Percentage of Pesticide Consumption by Danger Level[GRI 13.6.2]

Percentage of Pesticide Consumption by Danger Level(%) Tahun 2023

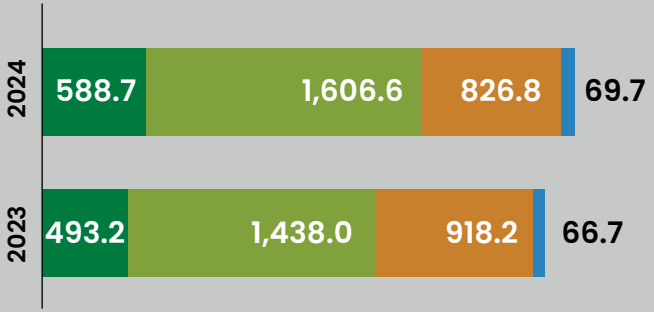


Percentage of Pesticide Consumption by Danger Level(%) Tahun 2024



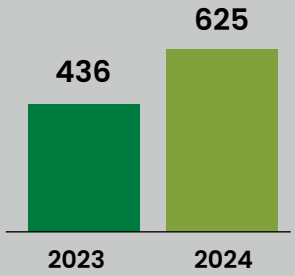
Moderately Hazardous
Unlikely to present and acute hazards
Slightly Hazardous

Pesticide Consumption by Type [GRI 301-1]
(Kg or L)



Herbisida
Insecticide, acaricide
Fungicide
Plant Growth Regulators (PGR)

Number of Participants Trained in Pest Management and Pesticide Application



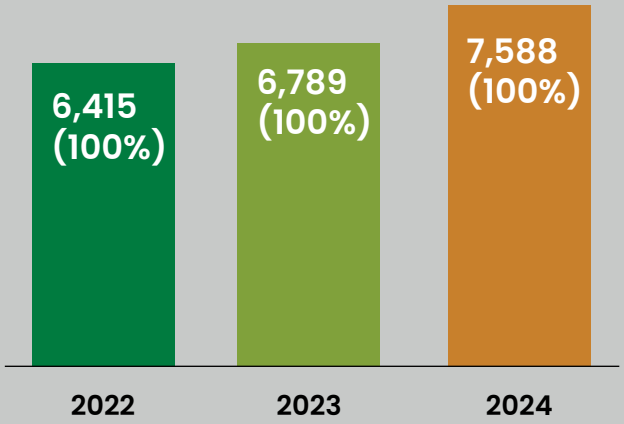
Water Management and Conservation Strategy [GRI 3-3]

Effective water management is a critical component of GGP's operations, particularly in promoting resource efficiency and sustainable agriculture. GGP's water management strategy focuses on controlled usage, data-based monitoring, and the preservation of water sources, especially groundwater, which is one of the company's primary water supplies.

The following data shows GGP's water withdrawal in 2023–2024.

Water Withdrawal by Source[GRI 303-3] [GRI 13.7.4]
(Megaliters)

Detailed data of water withdrawal presented at page 186.



According to government hydrogeological mapping, all GGP areas in Lampung are located in groundwater basins with aquifers categorized as productive, moderately productive, or broadly distributed productive zones. Our sites are not located in water-scarce areas. [SASB FB-AG-140a.1]

A groundwater balance analysis using the SWAT-MODFLOW model conducted by GGP in 2022 showed no significant decline in the water table during the reporting period.

GGP's TCFD climate risk analysis found that its operations in Lampung face low exposure to water stress. This risk does not significantly affect the company's asset value. [SASB FB-AG-440a.2]

GGP understands that large and continuous groundwater use can lower the water table. This could increase the cost of water supply in the future. To prevent groundwater overuse, GGP has a water conservation program. This includes monitoring well output and managing use within safe limits. The company also works to reduce dependence on external water sources. Efforts include using rainwater, building water storage systems, and improving planting and irrigation schedules based on weather forecasts.

The key initiatives in GGP's water conservation program are as follows:[SASB FB-AG-140a.2]

Spring Conservation and Protection

GGP plants vegetation around water sources, maintains root growth throughout the year, and protects natural wetlands.

Irrigation Management

Efficient irrigation systems are used, with clear priorities set to ensure water is used effectively.

Rainwater Collection

GGP continues to build more rainwater collection points to boost surface water supply and protect biodiversity.

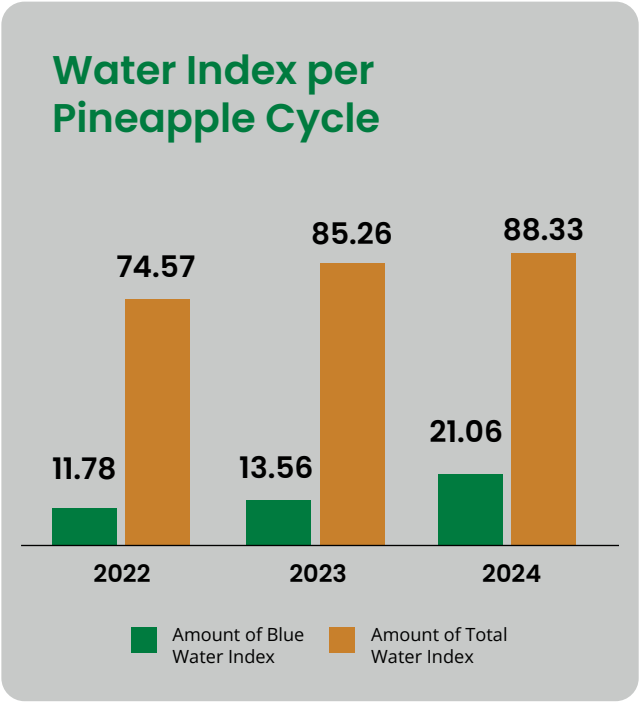
Water Monitoring and Assessment

Regular water assessments are conducted to support sustainable water use.

Technology-Based Monitoring

GGP uses water level sensors to track wetland conditions and manage water availability. Sensors also help optimize watering schedules and adjust water use based on soil moisture needs.

At the operational level, most of the water used in GGP's plantations comes from groundwater, supplemented by rainwater that is either absorbed by the plants or collected for specific purposes. The most significant non-regular water use activity is irrigation, which is carried out only during the dry season or when rainfall drops below 100 mm. To monitor water use efficiency, GGP uses a water use index per pineapple cycle. This index is calculated based on the total use of blue water (irrigation water from collected rainwater and boom spray using groundwater) plus green water (rainwater absorbed by the pineapple plants), divided by the total pineapple production.



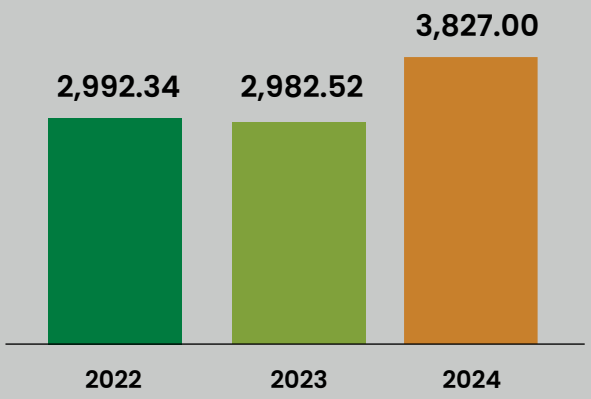
Detailed data on the water index for one pineapple cycle is presented on page 187.

In addition to irrigation, water is also used for factory and office operations. Water consumption for factory operations was recorded at 2,982.52 megaliters in 2023, increasing by 28.31% to 3,827.00 megaliters in 2024. This increase was driven by the addition of production lines and operational dynamics, including variations in utilization rates during the period.

Water Consumption

[GRI 303-5] [GRI 13.7.6]

(Megaliters)



The details of water consumption are presented on page 187.

GGP aims to reduce groundwater usage by 10% by 2027 through optimized planting patterns, weather-based irrigation management, and increased use of rainwater and other alternative water sources. These efforts not only support compliance with regulations and sustainability standards such as Global GAP but also strengthen GGP's contribution to preserving water resources and local ecosystems within its operational areas.

Water Management Target

Reduce Groundwater usage by **10%** by 2027

During the reporting period, there were no violations related to water quantity or quality permits or regulations.

[SASB FB-AG-140a.3]

Managing Water, Strengthening Our Future

I've been part of GGP's Emergency Response Team (ERT) since September 2023. Our team plays an important role in identifying key areas for water management and encouraging more sustainable practices across our operations. Since we started, we've worked on a range of initiatives, improving data systems, setting up clear procedures, securing irrigation tools, and building up the readiness and skills of our irrigation teams through training and technology.

Forming the ERT was absolutely the right move. I hope the systems we've developed continue to be applied consistently and are reviewed regularly so we're ready to face future water challenges.

Arief Fatullah

Head of Emergency Response Team

SHE Sub Division Head

Precision Agriculture to Optimize Production

GGP has implemented precision agriculture as a core strategy in its farming practices to improve efficiency, boost productivity and profitability, and support environmental sustainability. Precision agriculture is a technology- and data-driven method that enables the optimization of all aspects of crop production.

By utilizing remote sensing technologies such as drones, sensors, and other digital systems, GGP collects accurate, comprehensive, and up-to-date data to support fast and informed decision-making. This technological integration supports more sustainable operations by enabling efficient resource use and precise, targeted interventions based on the specific needs of crops and environmental conditions.

The implementation of precision agriculture is carried out across four key areas:

Crop Protection

GGP uses digital mapping to manage water channels and prevent flooding, applies intercropping techniques, and enhances pest control efficiency through targeted spraying methods.

Crop Nutrition

NDVI drones help identify underperforming areas in the field. Nutrients are applied precisely using TDS and VAT Boom Sprayers, and digital inspection tools are used to ensure that plants receive the exact nutrients they need.

Water Management

Irrigation systems are extended during the dry season to maintain water supply. Water volumes are monitored using drone boats, while sensors and IoT technology enable precise irrigation based on real-time soil and crop requirements.

Agricultural Management System

The Agriculture Intelligence Dashboard enables early monitoring of crop conditions and potential diseases, supporting data-driven decision-making.
To support the ongoing implementation of precision agriculture, GGP consistently invests in research and development to foster innovation and promote sustainability in agriculture.

Accelerating Agriculture Through Digitalization

As part of its transformation towards smarter and more responsible farming practices, GGP is consistently implementing digitalization across its entire business value chain, from upstream to downstream operations. This transformation aims to drive productivity, improve efficiency, and strengthen business resilience amid the challenges and changing dynamics of the agricultural industry.

In upstream operations, digitalization focuses on enhancing agricultural performance through precision technologies such as drones, sensors, and the Agriculture Intelligence Dashboard. This innovation facilitates real-time monitoring of plantation conditions, including information on water availability, soil fertility levels, and climate forecasts, which were previously difficult to obtain quickly and accurately. Supported by these technologies, decision-making becomes faster and data-driven. This approach also supports efficiency targets, including a 30% reduction in fossil fuel consumption, a 40% reduction in fertilizer use, and a productivity increase of up to 50% per hectare.

In downstream activities, GGP integrates digital technologies to streamline the supply chain and improve customer engagement. Blockchain solutions are used to ensure full traceability of fresh fruit products, while packing house and warehouse tracking systems for canned pineapple production have been digitized. Additional platforms, including SAP, transportation management systems, and demand-supply planning tools, further strengthen enterprise-wide management and coordination.

Through digitalization, GGP is not only able to respond to industry challenges more swiftly and accurately, but also reaffirms its commitment to making innovation a key driver of greener, more efficient, and more adaptive agriculture in the future.

Biodiversity Conservation Initiatives [GRI 3-3] [GRI 101-1]

GGP views biodiversity conservation as a fundamental component of its sustainable agriculture strategy and is committed to managing its agricultural landscapes responsibly. The company implements a range of initiatives to protect local flora and fauna, preserve natural habitats, and minimize the environmental impact of agricultural activities on surrounding ecosystems.

One of the key initiatives is the annual mapping of soil biodiversity. This process involves the identification of microfauna ecosystems, as well as surveys of plant and animal diversity at selected plantation sites. These efforts are carried out in parallel with GGP's soil quality assessment program to provide a comprehensive understanding of the environmental health of its plantations. [GRI 101-7]

In 2023, GGP completed a biodiversity risk mapping initiative using the Taskforce on Nature-related Financial Disclosures (TNFD) framework, with reference to the WWF Biodiversity Risk Filter 2023. The results of this assessment serve as a strategic reference for biodiversity management and conservation planning across all operational sites. The insights gained have been incorporated into the company's integrated risk management system, which adheres to ISO 26000:2010 and ISO 31000:2018 standards.

Based on the TNFD-based mapping, the potential impact on biodiversity across GGP's operational areas varies. The highest level of risk is found in the company's central operational zone, particularly where the canning factory is located, due to more intensive industrial activities. Plantation Groups 1 through 4 are categorized as medium risk, mainly due to monoculture farming and the use of agrochemicals. In contrast, office and employee residential areas are considered low risk, as activities in these areas have limited environmental impact. Overall, GGP's operations do not harm natural ecosystems, as all plantation areas were initially designated for agricultural use.[GRI 101-4] [GRI 101-5] [GRI 304-1]

However, the proximity of some operational sites to conservation areas presents the potential for direct interaction between company activities and wildlife movement. In particular, parts of GGP's plantations in East Lampung are located adjacent to Way Kambas National Park (TNWK), a conservation area home to various endemic Sumatran species. GGP collaborates with TNWK to support wildlife conservation, with particular attention given to the Sumatran Elephant (Elephas maximus sumatranus), which is managed through targeted conservation efforts.

GGP's operational areas also lie along migratory routes of several bird species listed on the IUCN Red List of Threatened Species. To safeguard these species, GGP is committed to preserving existing natural habitats and ensuring they continue to meet the ecological needs of these birds.

In addition, GGP has assessed the potential drivers of biodiversity loss, such as the use of agricultural chemicals, water extraction, and the movement of invasive species. These impacts are continuously monitored and managed through regenerative agriculture practices. GGP is also working to implement best practices to prevent pollution, maintain habitats within buffer zones, and protect local biodiversity.[GRI 101-6] [GRI 304-2] [GRI 304-4]

GGP has systematically developed a biodiversity impact mitigation hierarchy aligned with the TNFD framework. This hierarchy outlines five key stages of action to manage and reduce biodiversity impacts in a structured manner[GRI 101-6]:

	Key Initiative
Avoid Prevention of activities that could lead to biodiversity loss.	**Limiting Chemical Use** Efforts are made to significantly reduce the use of harmful pesticides and chemical fertilizers that can negatively affect local ecosystems and biodiversity near operational areas.
Reduce Minimize its environmental footprint through more efficient operations and improved practices.	**Resource Efficiency** Optimize the use of water, land, and other natural resources to reduce pressure on ecosystems. **Waste Management** Improve waste handling by promoting recycling and ensuring proper disposal of agricultural by-products to reduce pollution. **Energy Efficiency** Enhance energy performance through management systems and explore renewable energy alternatives to lower greenhouse gas emissions.
Regenerate Preserving and improving the ecological condition of areas it operates in.	**Soil Conservation** Maintain healthy soil conditions to support long-term plantation productivity. **Water Management** Implement efficient irrigation systems and prioritize water use, while increasing rainwater harvesting to support sustainable water availability.
Restore Restore areas that have been environmentally degraded.	**Restoration Projects** Support restoration efforts in areas previously impacted by agricultural activities, helping to restore ecological balance. **Soil Rehabilitation** Apply organic farming, ground cover planting, and agroforestry methods to recover soil health and ecosystem services.[GRI 304-3]
Transform Driving Cultural and Behavioral Change. GGP seeks to foster a culture of biodiversity awareness and responsibility throughout its value chain.	**Stakeholder Engagement** Collaborate with local conservation groups, research bodies, and other stakeholders to support biodiversity initiatives and promote shared learn

GGP has established two structured programs to guide its environmental conservation efforts: the Ecosystem Conservation Program and the Wildlife Conservation Program. These initiatives provide a clear framework for implementing conservation activities around the company's operational areas. Importantly, they involve the active participation of local communities through education and environmental stewardship programs within their own surroundings. The effectiveness of these programs is reviewed and assessed on a monthly basis to ensure consistent implementation.[GRI 101-8] [GRI 304-3]

GGP's operations rely on various ecosystem services to ensure the sustainability of its agricultural production. These services include access to clean water, healthy soil, natural pollination, a stable climate, and biodiversity that supports natural pest control. GGP recognizes that intensive farming practices may impact soil conditions, water resources, and local habitats. Therefore, the company has implemented a range of biodiversity mitigation strategies.These strategies include preventing activities that could harm the ecosystem, reducing the use of harmful pesticides and fertilizers, and restoring marginal areas—such as planting cover crops around new reservoirs. In addition, GGP collaborates with local universities to study and monitor the biodiversity and ecological conditions in the areas surrounding its operations. [GRI 101-8] [GRI 304-3]

GGP does not directly utilize local genetic resources or traditional knowledge related to biodiversity for research or product development purposes.

The company's conservation efforts go beyond ecosystem protection. As described above, these initiatives also aim to deliver social, educational, and participatory benefits—particularly for communities living near GGP's operational areas.[GRI 101-3]

GGP Biodiversity Conservation Policy

No Deforestation

GGP strictly prohibits the cutting of natural trees and the destruction of forested areas in and around its operational zones. This includes any tree removal within plantation sites, administrative offices, and residential areas for employees.

Prohibition of Hunting and Trade in Protected Species

All forms of hunting, provoking, capturing, or trading of protected wildlife species within and around plantation areas are strictly forbidden. Any violation of this policy is subject to sanctions in accordance with company regulations.

Bio Pest Management

GGP prohibits the use of explosives and toxic substances for pest control. This measure aims to prevent harm to the environment and reduce the risk of toxic exposure to surrounding ecosystems.

Ecosystem Protection

GGP is committed to protecting natural ecosystems within its operational areas, particularly those that serve as habitats for endangered plant and animal species.

Restriction on Keeping Wild Species within Company Premises

The keeping, domestication, or cultivation of wild animals or plants within company facilities or plantation areas is not permitted under this policy.

Living in Harmony: Smart and Collaborative Management of Wild Elephants

Several areas of GGP's plantations directly border Way Kambas National Park (TNWK), the natural habitat and conservation center for Sumatran elephants. This geographical proximity presents a unique challenge, as wild elephant herds from TNWK often leave the conservation area and enter GGP plantations or nearby community farms, particularly those around the Elephant Training Center (PLG).

To address this issue, GGP has adopted a proactive and collaborative strategy. A specialized Elephant Team was formed to safely deter elephants from entering plantation areas using non-lethal methods such as noise devices and sirens. Since 2020, GGP has also partnered with TNWK to implement GPS-based monitoring technology. GPS trackers are attached to selected elephants at the PLG to monitor their movement in real time.

When a herd is detected approaching plantation areas, TNWK management quickly notifies the GGP Elephant Team and nearby communities. In response, preventive actions, such as temporarily blocking certain areas, are taken to discourage the elephants from continuing further.

This technology-driven and collaborative approach has significantly reduced incidents of wild elephants entering plantations and community lands. It also reflects GGP's strong commitment to promoting peaceful coexistence between humans and wildlife.

Creating Sustainable Value Through Circular Economy Practices

The circular economy approach has become a key element in global efforts toward sustainability, reflecting the urgent need to transition from the traditionally dominant linear economic model. More than just focusing on waste management and recycling, the circular economy involves cross-sectoral interventions to increase resource efficiency, reduce reliance on virgin materials, and lower carbon emissions. Circularity promotes the creation of closed-loop systems in which materials and energy are used optimally, and waste is minimized. This approach ensures that the value of resources is preserved for as long as possible through reuse, repair, refurbishment, remanufacturing, repurposing, and recycling.

In Indonesia, the circular economy has been adopted as part of the national development strategy. The 2020–2024 National Medium-Term Development Plan (RPJMN) includes circular economy principles in the broader low-carbon development agenda, aimed at strengthening the country's resilience to climate change and disasters. Aligned with this policy, the government has prioritized five key sectors for circular economy adoption: food and beverage, textiles, construction, retail (with an emphasis on plastic packaging), and electronics.

As a key player in the food and beverage sector, GGP is among those prioritized for circular economy implementation. GGP has long demonstrated leadership in this area. Even before the term "circular economy" became mainstream, GGP began applying its core principles in the 1980s, guided by the comprehensive 9R framework: Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, and Recycle.

GGP's commitment to circular economy practices was further reinforced by the launch of its Sustainability Blueprint in 2023. This document outlines GGP's long-term ESG strategy, anchored in the GREAT Pledge. A central goal of the blueprint is to realize the company's vision: To become a leader in the industry sector as a circular economy. Through clear, measurable actions, GGP is actively shifting toward more sustainable production and consumption patterns—ones that are environmentally sound, socially responsible, and resilient in the face of future challenges.

GGP Food and Energy Estate: Optimizing Resources in an Integrated Ecosystem [GRI 3-3] [GRI 306-2]

As part of its commitment to circular economy principles, GGP has developed the Food and Energy Estate (FEE), an integrated land use model that combines food production, waste processing, and renewable energy generation within a single ecosystem. This approach is designed to optimize land utilization while reducing the environmental footprint of operational activities.

GGP's FEE is located on a 33,500-hectare site in Lampung. This area includes GGP's fruit plantations and processing facilities, along with production sites operated by other business units under Great Giant Foods (GGF). Within the estate, some land is allocated for food production, such as fruit and other agricultural commodities, while other areas are used for converting waste into renewable energy and organic fertilizer.

The FEE supports full implementation of the 9R framework—Refuse, Rethink, Reduce, Reuse, Repair, Refurbish, Remanufacture, Repurpose, and Recycle. Waste and by-products from one facility are reused as input materials in another, significantly reducing overall waste and extending the life cycle of resources. This reflects a closed-loop system at the heart of circular economy models.

One of the challenges GGP continues to address is its reliance on fossil fuel energy, which are non-renewable energy and major sources of carbon emissions. Since 2010, GGP has taken proactive steps by utilizing liquid waste from pineapple processing and partnering with its sister company, UJA's tapioca plant, to produce biogas.

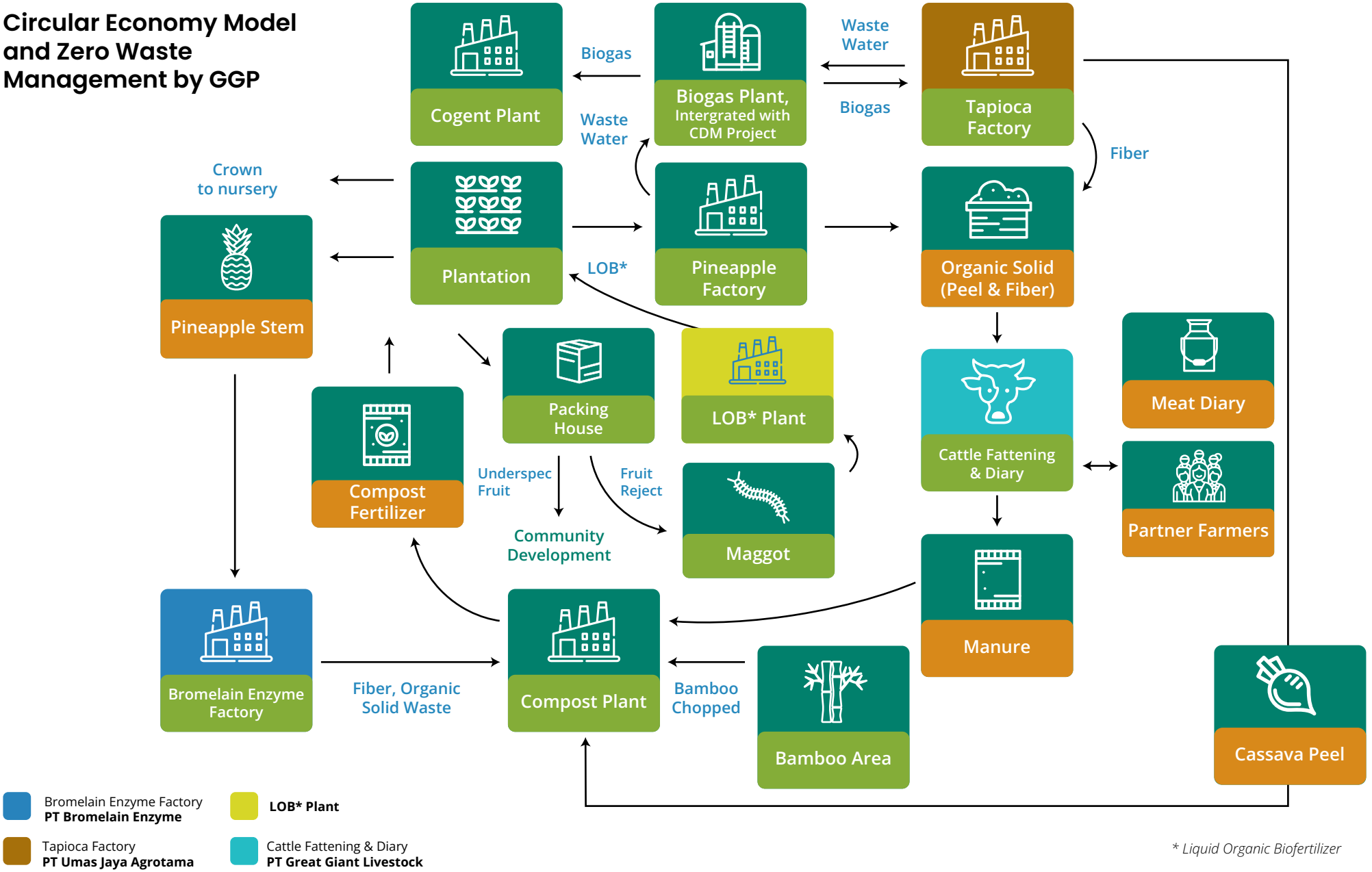
A dedicated biogas facility within the FEE now supplies alternative energy to reduce dependency on fossil fuels in electricity generation.

GGP continues to innovate in expanding its Zero Waste and Zero Carbon practices across the FEE. The company runs various programs to encourage initiatives from each operational unit, while also addressing challenges such as investment needs and system productivity. Through this integrated approach, GGP aims to ensure responsible and sustainable waste management.

Circular Economy Model and Zero-Waste Management by GGP [GRI 306-2]

Initiative	Description	Advantages and Benefits
Biogas	Liquid waste generated from pineapple processing is treated in a dedicated unit called a UASB methane reactor to produce biogas. Approximately 30% of this biogas is supplied to the GGF tapioca plant to replace heavy fuel oil (HFO) used in heating systems. The remaining 70% is used for electricity generation, reducing fossil fuel consumption by an estimated 7–10%. This initiative not only minimizes waste but also supports the circular economy model while strengthening collaboration among companies within the GGF group.	• Reduces the volume of waste discharged to wastewater treatment facilities and the environment • Decreases fossil fuel usage in power generation by approximately 7–8% • Lowers GGP's greenhouse gas emissions by an estimated 38,000 tCO_2e per year
Compost	Organic waste from GGP's sister companies, such as cow manure, bromelain pulp, bamboo, and cassava pulp, is processed into compost. Used bamboo, previously applied for water conservation and banana tree support, is turned into biochar. The biochar is mixed with compost to produce biofertilizer, a low-carbon product. Compost and biofertilizer are used in the cultivation of pineapple, banana, and crystal guava.	• Reduces waste sent to landfills and the environment • Supports a 40% reduction in synthetic fertilizer use • Improves soil fertility • Reduces compost usage by 50% per hectare • Accelerates soil organic carbon increase • Decreases chemical fertilizer usage
Enzim Bromelin	Pineapple stems are processed into bromelain enzyme. This enzyme is used as a raw material for health supplements.	• Strengthens the business ecosystem between GGP and other GGF entities • Reduces waste to landfills and the environment
Maggot / Black Soldier Fly (BSF)	Unsellable fruit is converted into feed for maggots (BSF).	• Reduces fruit waste going to landfills • Maggots replace fish meal in the production of Liquid Organic Biofertilizer (LOB).

Circular Economy Model and Zero Waste Management by GGP



** Liquid Organic Biofertilizer*

Effective Strategies for Food Waste Management [GRI 3-3] [GRI 306-2] [GRI 13.9.1] [GRI 13.9.2]

Indonesia faces a significant challenge in food waste management. According to data from the National Waste Management Information System (SIPSN) of the Ministry of Environment and Forestry, food waste accounted for 39.87% of total national waste generation, or nearly 20 million tons, in 2024. A 2021 report by Bappenas also noted that during the 2000–2019 period, Indonesia generated between 150–184 kg of food loss and food waste per capita annually. This amount represents not only 4%–5% of the national GDP, but also the potential to feed 30%–40% of the Indonesian population, while generating an estimated 1,700 Mt CO_2e in greenhouse gas emissions.

In line with its dedication to circular economy principles and sustainable operations, GGP proactively addresses the significant risks and impacts related to food loss and food waste across its value chain. GGP defines food loss as agricultural products, such as fresh fruit and canned pineapple, that do not meet commercial quality standards, while food waste pertains to food discarded at post-production stages.

In 2024, GGP's food loss and food waste reduction strategy successfully decreased food waste by 48%. As a result, only 2,126 tons of waste were sent to final disposal sites (landfills). [GRI 306-2]

To mitigate this issue, GGP has adopted a comprehensive food upcycling strategy, centered around five core practices:

Reduction
Minimizing defective products and inedible fruits through process optimization.

Reuse
Redirecting edible fruits for internal consumption, use by other GGF business units, or to micro, small, and medium enterprises (MSMEs) for further processing.

Donation
Distributing surplus edible produce to support employee nutrition and nearby communities.

Recovery
Converting rejected produce into feedstock for maggot cultivation.

Composting
Processing organic waste into compost at GGP's facilities for reuse in plantation operations.

This approach not only reduces food waste volumes but also strengthens the implementation of circular economy principles across GGP's operations. The company remains committed to driving innovation, expanding collaborations, and routinely monitoring food loss and food waste data to improve resource efficiency, lower emissions, and contribute to national food security.

GGP's Plastic Waste Management: From Recycling to Sustainable Innovation [GRI 3-3]

GGP has adopted a Zero Waste Plastic policy, implemented through a comprehensive approach to the plastic life cycle, from material selection and usage to end-of-life management. Our sustainable plastic management practices aim to reduce plastic consumption, encourage reuse, increase recycling rates, and explore sustainable material alternatives.

A key initiative includes recycling plastic waste from production, such as foam padding used for fruit protection and plastic containers, into new, functional products. To facilitate this, GGP has developed a dedicated recycling facility within its Food and Energy Estate in Lampung. This facility processes internal plastic waste and transforms it into reusable materials.

We also repurpose plastic waste into plastic angles used in our supply chain to support the export of canned pineapples to international markets. In addition, we are piloting the use of pineapple stem waste to produce bioplastic, with the potential to serve as sustainable packaging for fresh fruit. This innovation aims to both reduce waste and offer a more eco-friendly packaging alternative.

Through these initiatives, GGP not only prevents plastic pollution in its operations but also creates added value from waste and significantly reduces dependence on virgin plastic.

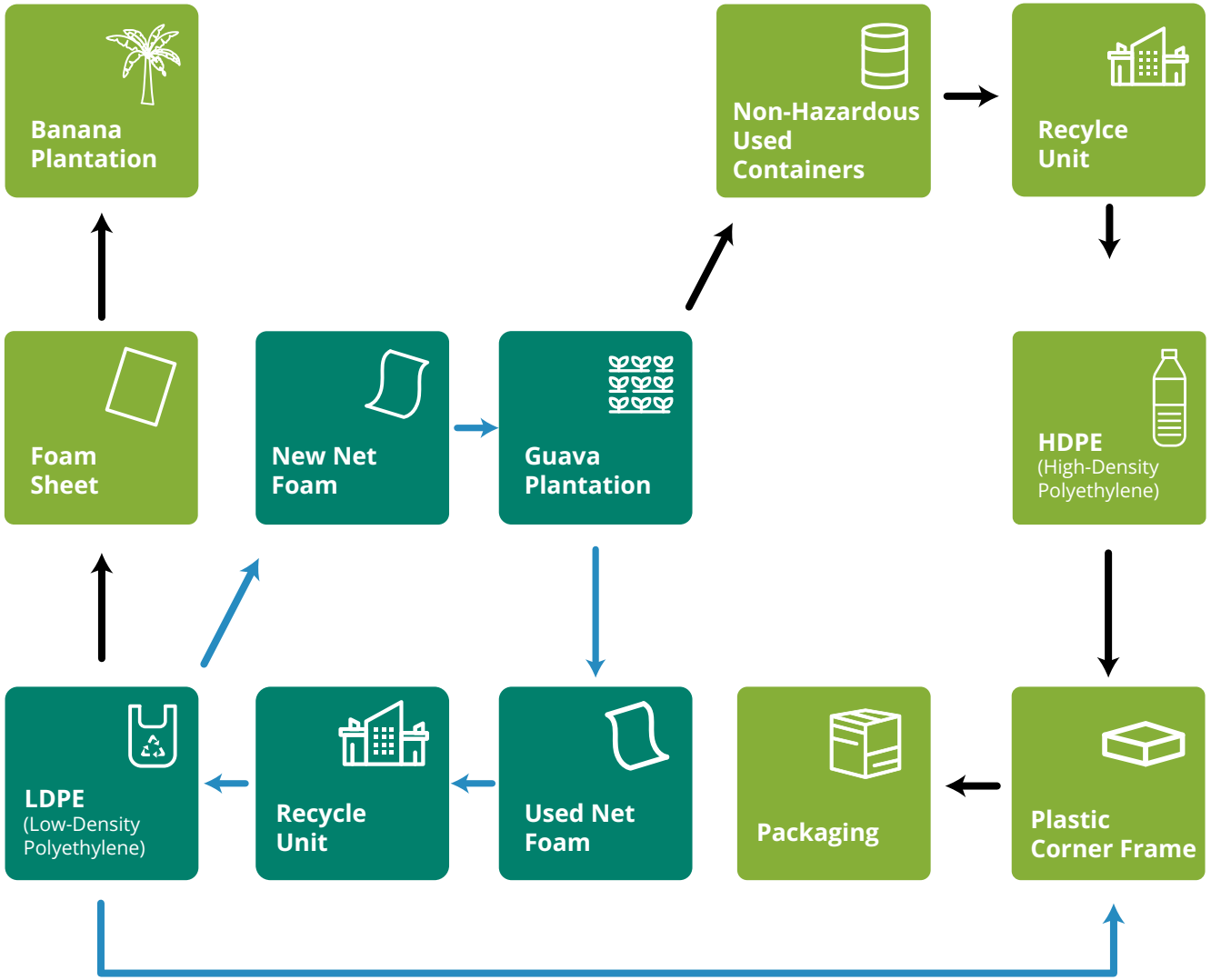
Responsible Waste Management

As part of its circular economy approach, GGP continues to promote various initiatives to prevent and reduce waste generation across all operational activities. The main focus is on responsible waste management, covering both hazardous and non-hazardous waste.

Hazardous waste is managed in accordance with Government Regulation No. 101 of 2014 on Hazardous Waste Management. All hazardous waste is handled by licensed third-party waste management providers.

Meanwhile, non-hazardous waste is utilized as efficiently as possible, including efforts to prevent food loss and food waste, as described in the previous section.

Circular Economy in Packaging Waste Management

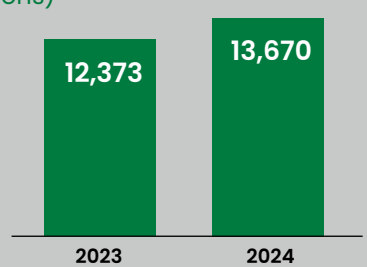


Waste Generated from GGP's Plantation Operations and Processing Facilities and Its Management Information [GRI 306-1] [GRI 306-2] [GRI 13.8.2] [GRI 13.8.3]

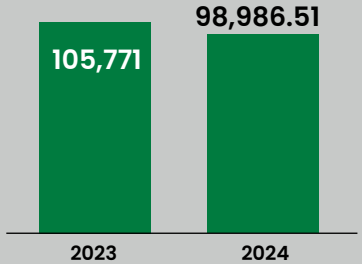
Waste Description	Form	Waste Category	Management
• Pineapple peels • Other organic solid waste	Solid Waste	Non-Hazardous	Recycled into compost and used as raw material for cattle feed.
Bananas, Crystal guavas, and Pineapples	Solid Waste	Non-Hazardous	Disposed of in a landfill as a last resort if it can no longer be reused. More details are provided in the food loss and food waste section of this chapter.
Packaging waste such as plastic wrap and rejected cans	Solid Waste	Non-Hazardous	Managed in collaboration with local community groups.
Net foam and used non-hazardous drums	Solid Waste	Non-Hazardous	Recycled into net foam and plastic corner supports for fruit.
Used batteries, oil filters, dried paint, contaminated cleaning rags, absorbent materials, contaminated packaging, used lamps, fly ash, bottom ash	Solid Waste	Hazardous	Handed over to authorized third-party waste handlers.
Used oil, expired chemicals, laboratory reagents	Liquid Waste	Hazardous	Handed over to authorized third-party waste handlers.

Details of waste generation data can be found on page 188-190. [GRI 301-2] [GRI 3-3] [GRI 13.8.1] [GRI 306-3] [GRI 13.8.4]

Hazardous Waste Generation
(Tons)



Non-Hazardous Waste Generation
(Tons)



100% of non-hazardous solid waste is diverted from disposal sites by recycling it into cattle feed. [GRI 306-4] [GRI 13.8.5]

All hazardous waste is managed in compliance with regulations. It is temporarily stored at a licensed Temporary Hazardous Waste Storage Facility (TPSLB3), and then handed over to licensed third-party service providers for further treatment and disposal.
[GRI 306-4] [GRI 13.8.5]

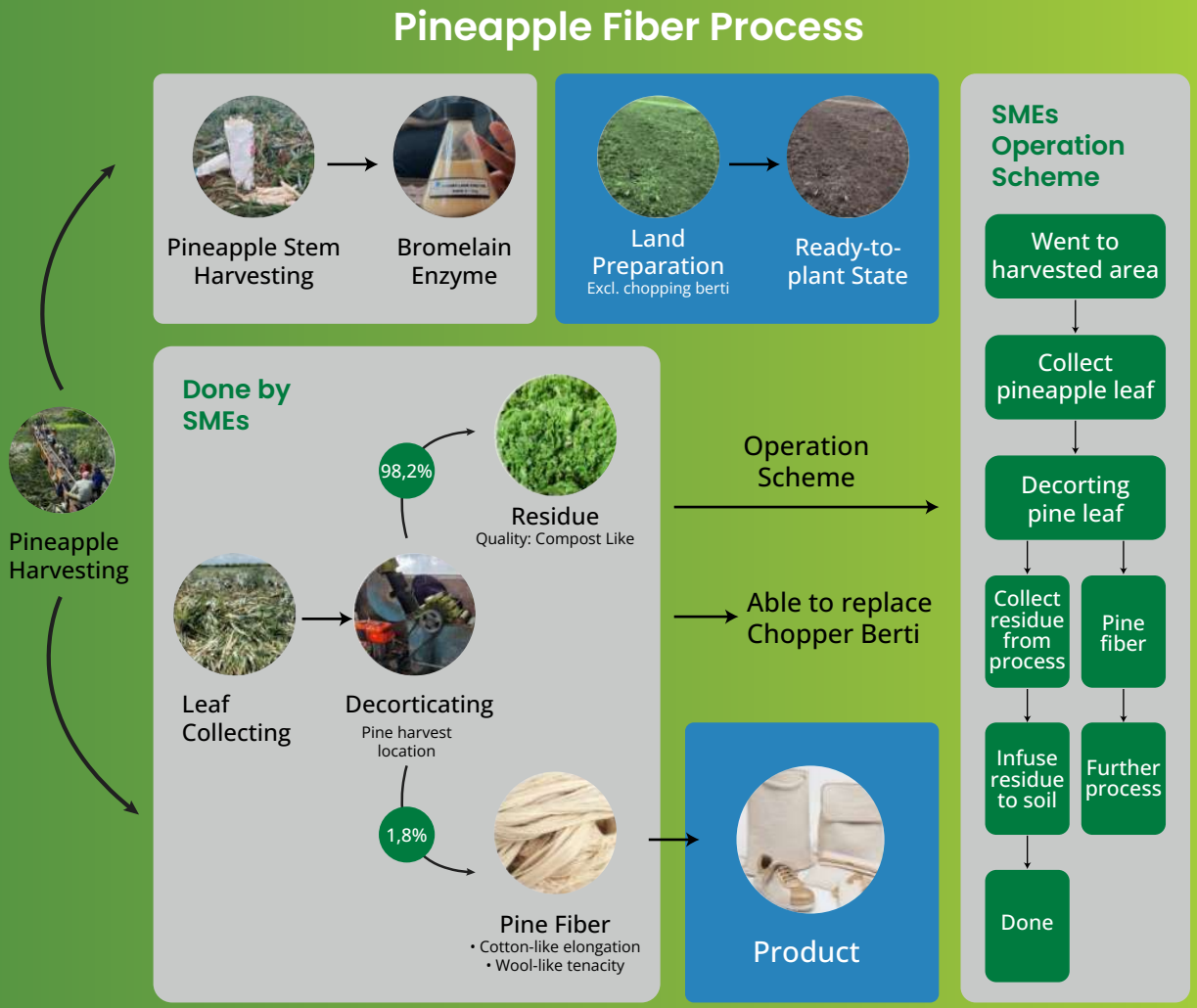
Pineapple Leaf Transformation: A Value-Added Innovation

In previous practices, post-harvest pineapple leaves were processed by chopping and directly returning them to the fields as organic fertilizer. As part of efforts to enhance added value in sustainable agricultural practices, GGP is currently piloting the utilization of pineapple leaves as raw material for textile fiber production before returning them to the land.

This program will be carried out in partnership with MSMEs, which will handle the collection of pineapple leaves from harvested areas, followed by a decorticating process to separate the fibers from the leaf tissues. Initial trials have shown that this process can yield approximately 1.8% pineapple fiber with physical characteristics similar to cotton and wool, which can subsequently be used as raw material for textile products. Meanwhile, about 98.2% of the organic residue generated from this process continues to be used as compost, in line with the company's commitment to circular economy principles.

In addition to processing leaves, trials are also being conducted on pineapple stems, which are rich in bromelain enzymes, to support land preparation activities until the soil reaches a ready-to-plant condition, eliminating the need for mechanical chopping as practiced previously.

This pilot program not only reflects GGP's commitment to minimizing agricultural waste but also contributes to creating local economic opportunities, reducing dependency on conventional raw materials, and promoting more efficient and sustainable resource management.



Liquid Waste Management to Protect Environmental Quality

GGP generates liquid waste from various operational activities, including plantation operations, pineapple canning processes, power plant operations, and domestic activities. To prevent environmental pollution and preserve the ecological quality of the surrounding areas, all liquid waste is managed with care and in a responsible manner.

Liquid waste is treated through Wastewater Treatment Plants (WWTPs) before being discharged into water channels. GGP operates several high-capacity WWTPs, including WWTP 1 and WWTP 2 for pineapple processing, as well as a dedicated WWTP for the power plant. Additional treatment facilities are also available at each poll dipping and warehouse mixer station within the plantation areas. [GRI 13.8.6]

Part of the wastewater from the pineapple canning process is converted into biogas, while the remaining liquid is treated at WWTF 1 and 2. Wastewater generated from power plant operations is processed through a separate, specialized treatment facility.[GRI 303-2] [GRI 13.7.3]

The treatment process aims to significantly reduce pollutant levels so that the wastewater complies with environmental quality thresholds.

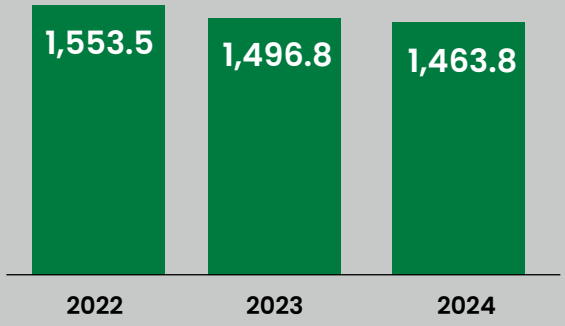
Treated water is tested monthly by an accredited third-party laboratory to ensure regulatory compliance. GGP's wastewater management adheres to Lampung Regional Regulation No. 11 of 2012 concerning Water Quality and Pollution Control.

Treated wastewater that meets environmental quality standards is discharged into a natural water body, the Way Llo River, a tributary of the Way Pangubuan River. Detailed data on liquid waste is provided on page 190 of this report. [GRI 303-4] [GRI 13.7.5]

During the reporting period, a total of 2,960.6 megalitres of compliant wastewater was discharged into the Way Llo River.

Total Effluent Discharge by Destination [GRI 303-4] [GRI 13.7.5]

(Megaliters)



About This Report

ABOUT THIS REPORT

This Sustainability Report represents GGP's commitment to responsible and sustainable business practices. This report, published in Agustus 2025, covers the reporting period from January 1, 2023, to December 31, 2024, and is intended to provide transparent disclosure of the company's performance and impact in environmental, social, and governance (ESG) aspects.

Through this report, GGP establishes a foundation for biennial sustainability reporting. Regular publication of such reports is a key step in building trust, enhancing accountability, and ensuring that the company's strategies and operations align with the sustainable development goals. Due to GGP's status as a privately held company, GGP does not publish financial statements or annual reports for the public. [GRI 2-3]

This report serves as a comprehensive communication tool for presenting GGP's performance in managing its economic, social, and environmental impacts to all stakeholders. It underscores the company's commitment to transparency, strengthens accountability, and fosters constructive engagement with all relevant parties.

The report is prepared based on the Global Reporting Initiative (GRI) Standards 2021 and incorporates relevant indicators and guidance from other frameworks, including:

- Sustainability Accounting Standards Board (SASB): Agricultural Products Standard
- Sustainable Development Goals (SDGs)

To facilitate easy reference, GRI and SASB indicator numbers are color-coded throughout the text. A complete index of GRI and SASB disclosures is provided on page 192.

The company recognizes that data accuracy is essential for a credible sustainability report. Accordingly, all content, including material topics, has been internally verified and approved by the Board of Directors. To elevate the report's credibility, GGP engaged an independent third party, Decar Verite Asia, to conduct external assurance in accordance with AA1000 (V3), Type II, with a moderate level of assurance. The assurance process was conducted without any conflict of interest, and the selection of the assurance provider was carried out objectively and independently. [GRI 2-5][GRI 2-14]

Scope, Content and Report Boundaries[GRI 2-2]

The 2023–2024 Sustainability Report of PT Great Giant Pineapple covers data from PT Great Giant Pineapple, which serves as the main entity within the Great Giant Foods group. The financial information presented in this report is derived from the consolidated financial statements of PT Great Giant Pineapple, which are not publicly disclosed due to the company's status as a private entity. Meanwhile, the Environmental and Social data originate from the primary operational activities of PT Great Giant Pineapple, located in the Lampung region, unless otherwise stated. Furthermore, there are no repetitions or amendments to statements from previous reports.[GRI 2-4]

In this report, "GGP," "the Company," or "we" refer to PT Great Giant Pineapple.

The report presents both qualitative insights and quantitative data to illustrate the Company's sustainability policies, actions, and achievements. All figures are presented using metric units in the Indonesian language, unless otherwise stated.

This report has been prepared following the GRI Standards 2021, guided by key principles such as accuracy, comparability, transparency, and completeness. The preparation process also involved stakeholder engagement through a materiality assessment, ensuring that issues deemed important by stakeholders are appropriately reflected in the report content.

Your Feedback Matters

GGP highly values the suggestions, opinions, and feedback from our readers as part of our ongoing efforts to improve the quality of our sustainability reporting.

A Feedback Form is available at the end of this report and we invite you to share your responses, comments, or suggestions through the contact details below: [GRI 2-3]

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Materiality Assessment Process with Stakeholders

[GRI 3-1]

In 2022, GGF, as the parent company, conducted a materiality assessment to identify and prioritize the key sustainability issues for the company and its stakeholders. The process was based on the GRI 2021 Universal Standards and considered both positive and negative impacts across economic, environmental, social, and human rights aspects, based on severity and likelihood. The process involved external consultants and key stakeholders to develop a material topics list aligned with the company's sustainability focus.

To ensure the continued relevance of disclosed sustainability topics, the company is committed to conducting a materiality analysis every two years. This approach allows the company to respond to evolving ESG issues and adjust priorities based on stakeholder feedback.

In 2024, GGP reviewed the results of the 2022 assessment to align with business developments, industry dynamics, and the company's strategic direction. This review is consistent with the GRI Standards 2021, taking into account actual and potential impacts, as well as internal factors such as strategic priorities and business risks. External consultants and key stakeholders were involved to reassess the relevance of each issue and update the material topics list.

1. Identifying Actual and Potential Impacts

To comprehensively evaluate the company's impact, an impact materiality approach is employed, which considers both current and potential effects on the environment and surrounding communities. This includes negative and positive impacts on the economy, environment, society, and human rights. The process also takes into account previous impact assessments conducted by GGF to ensure continuity of analysis and accuracy in identifying relevant material issues.

2. Assessing Impact Significance

Determining the significance of impacts is essential to determining material topics. We carried out an in-depth analysis of impact relevance, incorporating both internal and external stakeholder perspectives. These insights were gathered through a stakeholder questionnaire, resulting in 236 responses from GGP employees, NGOs, suppliers, media, and others.

3. Prioritizing the Most Significant Impacts

Following the significance assessment, we defined a threshold to prioritize the most significant impacts. These prioritized impacts were then grouped into relevant topics, allowing us to focus on the most material issues.

4. Reviewing and Approving Material Topics

We reviewed the prioritized topics and, after internal discussions, identified nine material topics to be disclosed in the Sustainability Report. This process concluded with the Board of Directors' approval of the selected material topics. Through this process, we ensure that the GGP Sustainability Report reflects the most relevant and impactful issues, reinforcing our commitment to sustainable and responsible business practices. [GRI 2-14]

As previously stated, the company has applied procedures to identify material topics with substantial impacts on the economy, environment, society, and human rights. The materiality assessment was independently verified to ensure methodological integrity, stakeholder involvement, and the reliability of the results.

This process identified nine material topics:

These topics represent key strategic priorities for ensuring GGP's long-term operational resilience and sustainability. By focusing on these areas, the Company aligns its business strategy with its values, vision, and responsibilities to stakeholders.

Consistent and effective implementation of these material topics is expected to strengthen GGP's position as a socially and environmentally responsible business while creating long-term economic value.

9 Material Topics

- **Product Quality and Customer Satisfaction** 1
- **Sustainable and Responsible Supply Chain** 2
- **Stakeholder Engagement and Community Empowerment** 3
- **Circular Economy Implementation** 4
- **Strong Economic Performance** 5
- **Good Employment Practices** 6
- **Climate Change** 7
- **Sustainable Resource Use** 8
- **Responsible Waste Management** 9

These issues guide the Company in developing responsible strategies in line with its sustainability commitments.

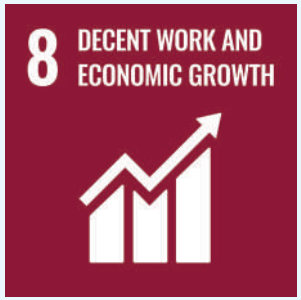
Material Topics I	Disclosure References	
	GRI	SASB
Product Quality and Customer Satisfaction	416: Customer Health and Safety	**Food Safety** FB-AG-250a.1-3
Sustainable and Responsible Supply Chain	308: Assess suppliers' environmental performance 414: Assess suppliers' social performance 204: Implement responsible procurement practices	**Environmental & Social Impacts of Ingredient Supply Chains –** FB-AG-430a.1 to 430a.3
Stakeholder Engagement and Community Empowerment	203: Indirect Economic Impacts 413: Local Communities	
Circular Economy Implementation	Related to indicators on waste, sustainable resource use, responsible supply chain, and community empowerment	
Strong Economic Performance	201: Economic Performance	
Good Employment Practices	401: Employment 403: Occupational Health and Safety 404: Training and Education 405: Diversity and Equal Opportunity 406: Non-discrimination	**Workforce Health & Safety** FB-AG-320a.1
Climate Change	302: Energy 305: Emissions 201-2: Financial Implications, Risks, and Opportunities Related to Climate Change	**Energy Management –** FB-AG-130a.1 **Greenhouse Gas Emissions –** FB-AG-110a.1 to 110a.3; FB-MP-110a.1
Sustainable Resource Use	301: Materials 303: Water and Effluents 13.5: Soil Health 13.6: Pesticide Use	**Water Management** FB-AG-140a.1-3 **Land Use and Ecological Impacts** FB-MP-160a.1 **Management Genetically Modified Organisms** FB-AG-430b.1
Responsible Waste Management	306: Waste 13.9: Food Security	

Our Contribution to the SDGs

Our Contribution to the SDGs

Sustainable Development Goals	Initiatives and Achievements	Page
	1. Created economic opportunities by engaging with farmers and small businesses through empowerment programs that provide training, capital access, and market linkage. 2. Developed basic infrasructure, including roads, drainage systems, and bridges, to support economic activity and improve community public access to vital services. 3. Implemented equitable wage systems aligned with regional minimum standards, featuring a role- and contribution-based compensation structure that includes both fixed and variable components.	1. 120-121 2. 114-115 3. 91
	1. Provided nutritious meals to children and provided mothers with essential nutritional needs through the GREAT Indonesia program. 2. Adopted sustainable agricultural practices to improve crop yields and preserve ecosystems. The company also assists farmers in adapting to climate change, including extreme weather events, droughts, floods, and other natural disasters. These initiatives also contribute to improving soil quality. 3. Preserved genetic seed diversity by cultivating a variety of crops and managing land through integrated and sustainable practices (Regenerative Agriculture) to maintain healthy and productive soil over the long term.	1. 110-112 2. 135 3. 135

Sustainable Development Goals	Initiatives and Achievements	Page
	1. Delivered nutritious food for children under five to support optimal growth. 2. Created a supportive workplace that encourages work-life balance and prioritizes employees' physical and mental well-being. 3. Maintained employee health by providing facilities and programs such as regular health check-ups and fitness activities through the Employee Wellness Program. 4. Encouraged healthy living by producing high-quality food products through sustainable and innovative methods	1. 111 2. 91, 94-95 3. 94, 101
	1. Collaborated with 20 universities across Indonesia to strengthen collaboration between universities and industry in support of the Tri Dharma of Higher Education. 2. Offered internship opportunities, collaborative projects, and off-campus learning to help students with practical workplace skills. 3. Engaged GGP experts to universities and schools to introduce students to sustainable business practices.. 4. Conducted training to 42,563 employees, totaling 149,551.60 hours, to enhance skills and improve their performance.	1. 116 2. 118 3. 119 4. 80,175-176
	1. Ensured women's rights in the workplace to enable their full participation while respecting their diverse roles and responsibilities. 2. The Company's code of ethics is applied consistently to ensure fair employment opportunities for all individuals and to reject all forms of discrimination, whether direct or indirect. 3. GGP upholds a zero-tolerance policy against physical or verbal abuse, threats, and all forms of intimidation, ensuring a safe and respectful workplace for all. 4. Adopted policies that support the reproductive rights of female employees and their partners as part of the company's commitment to a workplace well-being. 5. Empowered women at the community level by supporting Women Farmers Groups (KWT) through the Sustainable Food House Area (KRPL) program to enhance food security and household economic resilience.	1. 89-90 2. 47-50 3. 88 4. 90 5. 113

Sustainable Development Goals	Initiatives and Achievements	Page
	1. Developed 24 bore wells and 2 sanitation facilities (MCK) to improve community access to clean water and proper sanitation. 2. Processed liquid waste from canned pineapple production into biogas, reducing reliance on fossil fuel in the company's power plant. 3. Adopted precision agriculture through automated machines equipped with sensors, GPS, and advanced technology to optimize irrigation. 4. Launched a water conservation program aimed at reducing groundwater usage by 10% by 2027. 5. GGP successfully reduced water pollution through the installation of Wastewater Treatment Systems.(WWT) systems at all discharge points.	1. 109 2. 129 3. 142 4. 140-141 5. 138
	1. GGP aims to source 30% of its total energy consumption from renewable energy by 2030. 2. Developed a Biogas Plant to produce biogas, replacing 7-10% of fossil fuel used in the company's power plant. 3. Implemented an Energy Management System (EMS) across operations to reduce energy loss and enhance overall energy efficiency.	1. 131 2. 129, 148 3. 130
	1. Utilized circular economy opportunities to innovate and develop profitable new products. 2. Conducting programs to enhance employee competencies through online learning platforms or digital learning systems. 3. GGP strictly prohibits forced labor, child labor, and human trafficking across company operations and partnerships. 4. Fostered constructive partnerships with employees by ensuring the fulfillment of workers' rights and obligations, including freedom of association. 5. Obtained ISO 45001:2018 certification and Indonesia's Occupational Health and Safety Management System (SMK3) certification from the Ministry of Manpower. 6. GGP has demonstrated commitment to employee well-being by providing competitive compensation, benefits, and allowances. 7. Empowered local communities by implementing an inclusive supply chain to create shared value.	1. 153 2. 83 3. 47, 88 4. 89, 91-94 5. 96 6. 91-92 7. 61

Sustainable Development Goals	Initiatives and Achievements	Page
	1. The digitalization of human resource systems and processes has been implemented through the development of Genesys (GGP Employee Self-Service System), a centralized portal that simplifies various HR-related matters within a single digital platform. 2. Since 2017, a continuous human capital development program has been in place. This program is designed to strengthen employee capabilities through training in leadership, technical skills, talent management, and career development. 3. Office spaces are designed with a focus on comfort and sustainability, creating a productive work environment that is also environmentally friendly. 4. Circular economy principles have been adopted to develop an integrated production system, known as the Food and Energy Estate in Lampung. In this area, all resources are managed efficiently and utilized optimally within a single ecosystem. 5. Ongoing efforts to promote sustainable agriculture are focused on regenerative practices that go beyond preserving soil fertility and environmental health, actively restoring and strengthening the ecosystem resilience. 6. Technology and data play a crucial role in implementing precision agriculture, an innovative method that improves the accuracy and efficiency of crop production across all stages of cultivation.	1. 73-74 2. 78-82 3. 95 4. 147 5. 135 6. 142-143
	1. GGP adopts human resource management practices that prioritize equality and transparency, aiming to build a reliable workforce by nurturing talent from within the organization. 2. Our recruitment process is guided by a commitment to inclusivity, offering equal opportunities to all individuals, regardless of race, skin color, gender, religion, political views, or any other discriminatory factors. 3. Employee compensation is structured fairly and proportionally, without distinction based on nationality or geographic work location. 4. Across all operational areas, GGP actively contributes to improving local livelihoods by providing employment opportunities to community members and upholding workers' rights in accordance with national and regional labor regulations. 5. Community empowerment efforts are carried out by involving local groups in the supply chain, including smallholder farmers, women-owned enterprises, and minority-owned businesses, in order to promote equitable economic growth and shared prosperity.	1. 88-90 2. 84-85 3. 91 4. 85 5. 61

Sustainable Development Goals	Initiatives and Achievements	Page
	1. GGP supports employees from outside the local area by providing essential facilities such as accommodation (mess housing), as well as recreational areas, healthcare services, and sports facilities. These provisions aim to create a comfortable and decent working environment. 2. The company also contributes to the development of surrounding communities by building key public infrastructure, including roads, drainage systems, bridges, and places of worship, making it easier for residents to access essential services.	1. 95 2. 114-115
	1. GGP is committed to sustainable agriculture through various initiatives that cover all operational aspects. Environmental conservation is carried out by maintaining soil and water quality, reducing carbon emissions, and managing waste comprehensively under the GGP Great World Sustainability Pillars and the GREAT Pledge: Circular Economy. 2. The company applies circular economy practices by recycling usable materials and optimizing resource efficiency to minimize ecological impact. 3. GGP also adopts a regenerative agriculture approach to restore land ecosystem health, enhance soil fertility, and support long-term agricultural productivity within plantation areas. 4. Our agricultural practices focus on maintaining natural balance. Organic fertilizers are prioritized over synthetic chemicals, as they are considered safer for both the soil and the environment. 5. GGP integrated pest and disease management strategy that reduces the use of chemical pesticides. This approach combines various methods, including mechanical tools, natural predators, and limited, controlled pesticide application to preserve agricultural ecosystem balance. 6. Soil quality in plantation areas is regularly monitored through soil quality assessments. This step is crucial to maintaining soil fertility and ensuring long-term production sustainability. 7. To reduce plastic pollution, the company enforces a Zero Waste Plastic policy, significantly minimizing the use of non-renewable materials like plastic and foam in both operations and packaging, minimizing environmental waste.. 8. Circular economy principles are also implemented through integrated operations within the Food and Energy Estate. All resources are managed efficiently to retain and maximize their economic value throughout their lifecycle. 9. A dedicated facility has been built within the Food and Energy Estate to process plastic waste. This facility goes beyond traditional recycling by converting waste into higher-value, practical products. 10. Bamboo waste is processed into biochar, a type of charcoal that, when combined with compost, becomes an effective organic fertilizer, helping to enrich soil and support sustainable agriculture.	1. 127, 132-141, 147-154 2. 147-154 3. 135 4. 137-138 5. 138-139 6. 136 7. 150-151 8. 147-154 9. 150-151 10. 137, 148

Sustainable Development Goals	Initiatives and Achievements	Page
	1. To address climate change, we conduct various risks and opportunities that may affect our operations, following the framework set by the Task Force on Climate-related Financial Disclosures (TCFD). 2. We support clean energy adoption by developing renewable technologies locally. A key initiative includes the construction of a wastewater treatment facility in Lampung that converts waste into biogas, now used as an alternative energy source for operations.. 3. We continuously implement energy efficiency measures to reduce our carbon footprint and enhance environmental performance. 4. An Emergency Response Team has been established to address the impacts of climate change, with a focus on water availability and resource management.	1. 36, 62, 128, 140 2. 129-130 3. 129-130 4. 141
	1. In collaboration with Way Kambas National Park, we equip elephants at the Elephant Training Center (PLG) with GPS trackers to monitor their movements and reduce the risk of human-wildlife conflict near plantation areas. 2. To protect biodiversity, the company prohibits the hunting, keeping, and trading of protected plant and animal species within and around its production areas.	1. 146 2. 146
	1. To reduce food waste, GGP involves local communities in various upcycling programs. In these programs, leftover or still-edible food materials are processed into valuable products. 2. Through the Farmer Empowerment Partnership (FEP), GGP integrates local farmers into its supply chain, building their capacity and fostering sustainable, mutually beneficial partnerships.	1. 123, 150 2. 120-123

Data Table GGP

DATA TABLE

Bab 9. High Quality and Sustainable Products

KPI for Supplier Screening on ESG Practices

KPI	2023	2024
Total Number of Tier-1 Suppliers	783	855
Total Number of Significant Tier-1 Suppliers	173	189
Percentage of Total Spend on Significant Tier-1 Suppliers (%)	67.56	68.14
Total Number of Significant Non-Tier-1 Suppliers	0	0
Total Number of Significant Suppliers (Tier-1 and Non-Tier-1)	173	189

KPI for Supplier Assessment on ESG Practices

KPI	2022	Target 2022	2024	Target 2024
Total Number of Suppliers Assessed Through Desk Assessments or On-Site Evaluations	7	7	19	10
Percentage of Significant Suppliers Participating in the Assessment(%)	2	2	31.15	16.39
Number of Suppliers Identified with Actual or Potential Significant Negative Impacts	0	0	0	0
Percentage of Suppliers with Actual or Potential Significant Negative Impacts Who Agreed to a Corrective Action Plan (%)	0	0	0	0
Number of Suppliers with Actual or Potential Significant Negative Impacts That Were Terminated	0	0	0	0

Percentage of GGP Supplier Facilities Certified to GFSI Standards (%)

	2022	2023	2024
Percentage of GGP Supplier Facilities Certified to GFSI Standards (%)	66	66	70

Development on ESG

Supplier	2023	Target for 2023	2024	Target for 2024
Total Number of Suppliers Supported in Implementing Corrective Action Plans	7	7	0	0
Percentage of Suppliers with Actual or Potential Significant Negative Impacts Supported in Implementing Corrective Action Plans	0	0	0	0
Total Number of Suppliers Participating in Capacity-Building Programs	Not available	Not available	33	30
Percentage of Significant Suppliers Participating in Capacity-Building Programs	Not available	Not available	54.10	49.18

Number of Suppliers by Source Location

Supplier Origin	2023	2024
Local (Indonesia)	655	709
International	128	146

Percentage of Purchase Value by Supplier Origin

Percentage of Purchases by Supplier Origin (%)	2023	2024
Local (Indonesia)	64	58
International	36	42

Product Returns

	2021	2022	2023	2024
Number of Product Return Complaints	0	0	0	0
Number of Returned Products	0	0	0	0

Customer Satisfaction Level:

	2023	2024
Customer Satisfaction Score	89.67	84.06

Chapter 10. Outstanding Talent, Thriving Culture

Diversity Target

Diversity Indicator	Percentage	Public Target
a. Share of Women in total workforce (as %of total workforce)	34.1%	30%
	(✓) Public Reporting: Sustainability Report	Target Year : 2028 (✓) Public Reporting
b. Share of women in all management positions, including junior, middle, and top management (as% of total management position): All manager position until BOD level	25.2%	20 %
	(✓) Public reporting: Sustainability Report	Target Year: 2028 (✓) Public reporting
c. Share of women in junior management positions, i.e. first level of management (as% of first level management positions)	27.5%	25 %
	(✓) Public reporting: Sustainability Report	Target Year: 2028 (✓) Public reporting
d. Share of women in top management positions. I.e. maximum two level away from the CEO or comparable positions (as %of total top management postions)	20.8%	17 %
	(✓) Public reporting: Sustainability Report	Target Year: 2028 (✓) Public reporting
e. Share of women in management positions in revenue-generating functions (e.g. sales) as % of all managers (i.e. excluding support function such as HR, IT, Legal, etc	46.5%	50 %
	(✓) Public reporting: Sustainability Report	Target Year: 2028 (✓) Public reporting
f. Share of women in STEM- related positions (as % of total STEM positions)	45.7%	17.5 %
	(✓) Public reporting: Sustainability Report	Target Year: 2028 (✓) Public reporting

Number of Employees by Employment Status, Age Group, and Gender

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Employment Status	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
PKWTT	152	102	2,002	1,404	937	257	141	97	1,846	1.347	942	282	179	105	1,759	1.280	893	316
PKWT	556	557	246	438	53	11	540	376	309	356	60	14	512	592	407	736	74	16
Daily Workers	5855	1,538	8,737	5,025	1,498	961	5,046	1,263	8,341	4,665	1,609	1,059	5,602	1,405	8,835	4,808	1,663	1,051
Total	**6,563**	**2,197**	**10,985**	**6,867**	**2,488**	**1,229**	**5,727**	**1,736**	**10,496**	**6,368**	**2,611**	**1,355**	**6,293**	**2,102**	**11,001**	**6,824**	**2,630**	**1,383**

Note: M: Male, F: Female, PKWTT: Indefinite-Term Employment Agreement, PKWT: Fixed-Term Employment Agreement

Number of Employees by Employment Status, Region, and Gender

Years	2022				2023				2024			
Region	Lampung		**Others**		Lampung		**Others**		Lampung		**Others**	
Employment Status	M	F	M	F	M	F	M	F	M	F	M	F
PKWTT	3,011	1,706	80	57	2,848	1,655	81	71	2,748	1,612	83	89
PKWT	783	963	72	43	885	715	24	31	976	1,329	17	15
Daily Workers	16,088	7,524	2	0	14,983	6,971	13	16	16,090	7,253	10	11
Total	**19,882**	**10,193**	**154**	**100**	**18,716**	**9,341**	**118**	**118**	**19,814**	**10,194**	**110**	**115**

Note: M: Male, F: Female, PKWTT: Indefinite-Term Employment Agreement, PKWT: Fixed-Term Employment Agreement,
Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Number of Employees by Job Level, Age Group, and Gender

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Employee Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Top Management			4	2	14	2			4	2	14	2			7	3	12	2
Middle Management			63	16	48	9		1	75	17	55	9	1	1	73	21	62	9
First Line Management	102	72	192	51	97	11	103	65	199	63	95	12	87	58	209	76	92	13
Staff	116	57	367	79	161	14	118	74	373	74	158	18	129	73	390	70	155	26
Operationa/Fleld Staff	490	530	1622	1,694	670	232	460	333	1,504	1,547	680	255	474	565	1,487	1,846	646	282
Dailyworkers	5,855	1,538	8,737	5,025	1,498	961	5,046	1,263	8,341	4,665	1,609	1,059	5,602	1,405	8,835	4,808	1,663	1,051
Total	**6,563**	**2,197**	**10,985**	**6,867**	**2,488**	**1,229**	**5,727**	**1,736**	**10,496**	**6,368**	**2,611**	**1,355**	**6,293**	**2,102**	**11,001**	**6,824**	**2,630**	**1,383**

Note: M: Male, F: Female

Total Employees by Age Group, Region, and Gender

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Employee Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung (PKWTT, PKWT, and Daily Workers)	6,485	2,146	10,925	6,830	2,472	1,217	5,691	1,673	10,429	6,323	2,596	1,345	6,159	2,016	10,753	6,670	2,571	1,356
Others (PKWTT, PKWT, and Daily Workers)	78	51	60	37	16	12	29	50	61	42	15	10	134	86	248	154	59	27
Total	**5,949**	**1,569**	**10,273**	**6,733**	**3,814**	**1,991**	**5,720**	**1,723**	**10,490**	**6,365**	**2,611**	**1,355**	**6,293**	**2,102**	**11,001**	**6,824**	**2,630**	**1,383**

Note: M: Male, F: Female, PKWTT: Indefinite-Term Employment Agreement, PKWT: Fixed-Term Employment Agreement, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Total Employees Based on Age Group, Work Location, and Gender

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Employee Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Plantation	48	18	466	49	248	5	91	31	529	68	248	9	94	27	578	76	238	10
Factory	458	517	823	1,627	313	216	432	327	784	1,491	332	235	453	560	809	1,790	341	266
LoB	2	7	26	7	0	0	147	112	788	138	415	50	1	6	24	5	5	3
Compost	11	1	30	0	4	1	9	1	32	0	3	1	135	103	721	145	380	53
Others	189	116	903	159	425	46	2	2	22	6	4	1	8	1	34	0	3	0
Total	**708**	**659**	**2,248**	**1,842**	**990**	**268**	**681**	**473**	**2,155**	**1,703**	**1,002**	**296**	**691**	**697**	**2,166**	**2,016**	**967**	**332**

Note: M: Male, F: Female

Total STEM (Science, Technology, Engineering, and Mathematics) Employees by Gender

	2022		2023		2024	
STEM	M	F	M	F	M	F
Science	1,063	153	1,073	151	1,138	182
Technology	42	7	35	7	46	10
Engineering	2,234	2,375	2,139	2,066	2,130	2,627
Mathematics	147	77	142	77	138	86
Total	**3,486**	**2,612**	**3,389**	**2,301**	**3,452**	**2,905**

Note: M: Male, F: Female

Employee Composition by Nationality

Category	Percentage of Total Workforce Percentage of All Management Positions	Percentage of All Management Positions, Including Junior, Middle, and Senior Levels (as a % of Total Managerial Workforce)
Indonesian Citizens (WNI)	100%	100%

Non Direct Workers

Worker Type (agency workers, interns, contractors, home-based workers, apprentices, self-employed individuals, subcontractors, and volunteers)	Description of Work	2022	2023	2024
Interns	Supporting user teams on specific project-based tasks	63	71	82

Total Number of Employees Participating in Training

	2022			2023			2024		
Employee Category	M	F	Total	M	F	Total	M	F	Total
PKWTT	3,415	1,068	4,483	2,265	557	2,822	8,078	2,590	10,668
PKWTT (Contract, LEAP, Trainee)	7,769	14,720	22,489	2,447	6,407	8,854	3,805	8,996	12,801
Daily Workers	0	0	0	940	267	1,207	5,663	548	6,211
Total	**11,184**	**15,788**	**26,972**	**5,652**	**7,231**	**12,883**	**17,546**	**12,134**	**29,680**

Note: M: Male, F: Female, PKWTT: Indefinite-Term Employment Agreement, PKWT: Fixed-Term Employment Agreement, LEAP: Leadership Acceleration Program

Total Training Hours for Employees

	2022			2023			2024		
Employee Category	M	F	Total	M	F	Total	M	F	Total
Permanent	16,051.00	4,518.50	20,579.50	16,068.40	3,891.90	19,960.30	34,637.00	9,120.00	43,756.00
Contract	21,466.00	28,871.50	50,337.50	8,642.56	12,086.64	20,729.20	11,104.00	11,649.00	22,753.00
Daily Workers	0.00	0.00	0.00	5,810.00	1,608.00	7,418.00	33,112.00	1,783.50	34,896.00
Total	**37,517.00**	**33,390.00**	**70,907**	**30,520.96**	**17,586.54**	**48,107.50**	**78,852.00**	**22,552.00**	**101,404.10**

Note: M: Male, F: Female

Average Training Hours per Employee [GRI 404-1]

	2022			2023			2024		
Employee Category	M	F	Total	M	F	Total	M	F	Total
Permanent	5.19	2.56	3.88	5.49	2.25	3.87	12.23	5.36	8.80
Contract	25.11	28.70	26.90	9.51	16.20	12.85	11.18	8.67	9.92
Daily Workers	0.00	0.00	0.00	0.39	0.23	0.31	2.06	0.25	1.15
Total	**30.30**	**31.26**	**30.78**	**15.38**	**18.69**	**17.03**	**25.47**	**14.27**	**19.87**

Note: M: Male, F: Female

Employee Training Activities

Description	2022	2023
Total Online Learning Modules	251 Modules (Full course Learning : 130 Modules Microlearning : 121 Modules)	331 Modules (Full course Learning : 131 Modules Microlearning : 200 Modules)
Total Online Learning Hours	2,902.50 Jam	7,397.00 Jam
Total Online Users	1,145	4,526
Average Online Learning Duration	2.53 Jam	1.63 Jam
Total Learning Hours (Online and Offline)	48,107.50 Jam	101,404.10 Jam

Total New Hires [GRI 401-1]

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	92	188	40	92	2	1	178	157	86	137	6	2	156	395	163	448	6	1
Others	46	34	17	6	1	1	12	24	15	4	0	0	10	14	10	8	1	0
Total	**138**	**222**	**57**	**98**	**3**	**2**	**190**	**181**	**101**	**141**	**6**	**2**	**166**	**409**	**173**	**456**	**7**	**1**

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

New Employee Hiring Rates[GRI 401-1]

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	1.42%	8.76%	0.37%	1.35%	0.08%	0.08%	3.13%	9.38%	0.82%	2.17%	0.23%	0.15%	2.53%	19.59%	1.52%	6.72%	0.23%	0.07%
Others	58.97%	66.67%	28.33%	16.22%	6.25%	8.33%	41.38%	48.00%	24.59%	9.52%	0.00%	0.00%	7.46%	16.28%	4.03%	5.19%	1.69%	0.00%

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

New Hire Summary

Employee Level	2021	2022	2023	2024
Total Number of New Hires	316	1,574	1,949	2,523
Percentage of Positions Filled by Internal Candidates (Internal Recruitment)	100%	11.6%	9.9%	5.3%

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Local Workforce

	2022	2023	2024
Male	3,794	3,733	3,724
Female	2,669	2,370	2,941

Total Employee Turnover (Voluntary and Involuntary)[GRI 401-1]

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	26	97	32	52	132	32	15	5	127	468	231	121	57	117	64	109	223	50
Others	11	5	9	5	2	1	0	0	29	19	8	3	9	12	9	2	1	0
Total	**37**	**102**	**41**	**57**	**134**	**33**	**15**	**5**	**156**	**487**	**239**	**124**	**66**	**129**	**73**	**111**	**224**	**50**

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Employee Turnover Rate (Voluntary and Involuntary)[GRI 401-1]

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	0.4%	4.52%	0.29%	0.76%	5.35%	2.63%	0.26%	0.30%	1.22%	7.40%	8.90%	9.00%	0.93%	5.80%	0.60%	1.63%	8.67%	3.69%
Others	14.10%	9.80%	15.00%	13.51%	12.50%	8.33%	0.00%	0.00%	47.54%	45.24%	5.333%	30.00%	6.72%	13.95%	3.63%	1.30%	1.69%	0.00%

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Total Voluntary Turnover

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	21	72	10	28	0	0	9	6	3	1	1	0	3	4	5	3	0	0
Others	10	5	8	4	1	0	9	16	3	3	2	0	2	4	10	5	0	0
Total	**31**	**77**	**18**	**32**	**1**	**0**	**18**	**22**	**6**	**4**	**3**	**0**	**5**	**8**	**15**	**8**	**0**	**0**

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Voluntary Turnover Rate

	2022						2023						2024					
Age Category	18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years		18-30 years		30-50 years		>50 years	
Regional Category	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Lampung	0.32%	3.36%	0.09%	0.41%	0.00%	0.00%	0.16%	0.36%	0.03%	0.02%	0.04%	0.00%	0.05%	0.20%	0.05%	0.04%	0.00%	0.00%
Others	12.82%	9.80%	13.33%	10.81%	6.25%	0.00%	31.03%	32.00%	4.92%	7.14%	13.33%	0.00%	1.49%	4.65%	4.03%	3.25%	0.00%	0.00%

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Employee Turnover Summary

Employee Level	T2021	T2022	2023	2024
Total Employee Turnover	22.32%	19.34%	8.70%	4.63%
Voluntary Turnover Rate	2.37%	2.37%	0.42%	0.26%
Data Coverage (as % of total global FTE)	100%	100%	100%	100%

Parental/Maternity Leave[GRI 401-3]

	Unit	2022		2023		2024	
		M	F	M	F	M	F
Total number of employees entitled to parental leave	Total	3,265	1,588	3,112	1,424	3,052	2,400
Number of employees who took parental leave	Total	51	18	22	13	128	36
Number of employees who returned to work after completing their maternity leave	Total	51	18	22	13	128	36
with the cut-off date of December 31	Total	51	18	22	13	128	36
Return-to-work rate after parental leave	%	100	100	100	100	100	100
Retention rate after parental leave	%	100	100	100	100	100	100

Percentage of Total Employees by Gender and Employee Category Who Received Regular Performance and Career Development Reviews During the Reporting Period [GRI 404-3]

Employee Category	2022			2023			2024		
	M	F	Total	M	F	Total	M	F	Total
Permanent	46.03%	26.25%	72.29%	46.42%	27.35%	73.77%	41.21%	24.76%	65.98%
Contract	12.73%	14.98%	27.71%	14.41%	11.82%	26.23%	14.46%	19.57%	34.02%
Total	58.76%	41.24%	100.00%	60.82%	39.18%	100.00%	55.67%	44.33%	100.00%

Note: M: Male, F: Female

Ratio of Female to Male Basic Salary and Remuneration [GRI 405-2]

Operational Locations	Minimum Salary Level								
	2022			2023			2024		
	M	F	Ratio	M	F	Ratio	M	F	Ratio
Lampung (Terbanggi)	2,574.570	2,574.570	1	2,637.175	2,637.175	1	2,721.575	2,721.575	1
Others (Jakarta)	4,641.854	4,641.854	1	4,901.820	4,901.820	1	5,067.384	5,067.384	1

Note: M: Male, F: Female, Others: Jakarta, Bali, Balikpapan, West Java, Central Java, East Java, Yogyakarta

Number of Workers Covered by Collective Bargaining Agreements

Collective bargaining agreements	2022	2023	2024
Number of Permanent and Contract Employees	6,715	6,310	6,869
Number of Permanent and Contract Employees Covered by Collective Bargaining Agreements.	6,715	6,310	6,869
Percentage of Permanent and Contract Employees Covered by Collective Bargaining Agreements	100%	100%	100%

Employee Engagement

Focus	Unit	2021	2022	2023	2024	Target for 2024
	Percentage of employees with the highest levels of engagement, satisfaction, well-being, or employee Net Promoter Score (eNPS)	76	93	80	80	80
Data Coverage	Percentage of employees who responded to the survey	55	81	99	99	99

EES Topic

Employee Satisfaction Survey	Checklist
Job Satisfaction	✓
Purpose / Intrinsic Motivation	✓
Happiness	x
Stress Level	x

Employee Work-Related Injury Incidents [GRI 403-9] [GRI 13.19.10]

	2022		2023		2024	
	Total	Rate	Total	Rate	Total	Rate
Employee Work-Related Injury Incidents	0	0	0	0	0	0
Work-related injuries with high consequences (excluding fatalities)	0	0	0	0	0	0
Recordable work-related injuries*	39	2.40	34	2.09	30	1.84
Lost Time Injury Frequency Rate (LTIFR)*	39	2.40	34	2.09	30	1.84

*Recordable work-related injuries refer to incidents that result in lost workdays. LTIFR is calculated as the number of such injuries per 1,000,000 working hours..

Non-Employee Work-Related Injury Incidents [GRI 403-9] [GRI 13.19.10]

	2022		2023		2024	
	Total	Rate	Total	Rate	Total	Rate
Fatalities as a result of work-related injuries	0	0	0	0	0	0
Work-related injuries with high consequences (excluding fatalities)	0	0	0	0	0	0
Recordable work-related injuries*	0	0	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR)*	0	0	0	0	0	0

Total Recordable Incident Rate (TRIR):The number of recordable work-related injury incidents per 1,000,000 working hours. Recordable incidents refer to work-related injuries that result in lost workdays. Therefore, the TRIR is equivalent to the Total Lost Time Injury Frequency Rate (LTIFR).

Fatality Rate

Fatality	2021	2022	2023	2024
Employee	0	0	0	0
Contractor	0	0	0	0

Lost Time Injury Frequency Rate (LTIFR)

LTIFR	Unit	2021	2022	2023	2024
Contractors – LTIFR	Number per 1 million working hours	0	0	1	2
Data Coverage (as % of employees, operations, or revenue)	% of Revenue	100%	100%	100%	100%

Chapter 12. Sustainable Management, Preserving Nature

Number of Legal Violations Related to Environmental Aspects

	2021	2022	2023	2024
Number of legal obligation violations	0	0	0	0
Total fines/sanctions related to violations (in IDR)	0	0	0	0
Environmental liabilities incurred at year-end (in IDR)	0	0	0	0

* Fossil fuels include, among others, LPG and diesel fuel.

Electricity Consumption from the Grid (Purchased Energy from External Sources) [SASB FB-AG-130a.1]

	Purpose of use	Energy Consumption (GJ)		
		2022	2023	2024
Electricity Consumption from Grid	Office and Housing	39,690	47,807	50,949
Total		**39,690**	**47,807**	**50,949**

Fuel Consumption for Transportation Fleet [SASB FB-AG-110a.3]

Fuel Name	Fuel Type	Energy Consumption (GJ)		
		2022	2023	2024
Diesel (plantation heavy equipment)	Non-Renewable Fuel	249,494	327,503	308,842
Diesel (forklift)	Non-Renewable Fuel	10,658	9,585	10,314
LPG forklift	Renewable Fuel	14,773	16,491	13,773

Energy Consumption within the Organization [GRI 302-1] [SASB FB-AG-130a.1]

Type of Energy	Purpose of Use	Energy Consumption (GJ)		
		2022	2023	2024
Fossil fuels*	Electricity generation, heavy equipment, diesel engines, forklifts	2,235.470	2,705.615	3,164.807
Biogas	Electricity Generation	160,365	128,809	91,520
Total		**2,395.835**	**2,834.424**	**3,256.327**

* Fossil fuels include, among others, LPG and diesel fuel.

Total Energy Consumption within the Organization [GRI 302-1]

Purpose of use	Energy Consumption (GJ)		
	2022	2023	2024
Total Energy Consumption	39,690	47,807	50,949
Total	**39,690**	**47,807**	**50,949**

* Fossil fuels include, among others, LPG and diesel fuel.

Energy Intensity [GRI 302-3]

Product	Unit	Energy Intensity		
		2022	2023	2024
Processed Pineapple	GJ/Ton	4.111	5.596	5.352
Banana	GJ/Box	0.008	0.013	0.009
Guava	GJ/Box	0.007	0.020	0.018
Pineapple	GJ/Box	0.001	0.009	0.005

Energy Efficiency Initiatives

No	Energy Efficiency Initiatives	Type of Energy	Year	Estimated Enrgy Savings (GJ)
1	Maintaining the steam extract temperature at 200°C.	Fossil Fuel	2023	72.616,44
2	Installing insulation on the upper cover of LTCC 5501's black spoon.	Steam	2023	18.461,81
3	Reusing wastewater from the cooling tower for fire truck water supply, road spraying, and cleaning of weighing lines.	Electricity	2023	1.230,79
4	Replacing steam traps in FMC 5501, ITALY 5501, and ITALY 5502.	Steam	2023	30.769,68
5	Reusing discharged water from the water jet system.	Electricity	2024	8.266,00
6	Improving power factor (cos phi) at the MDP selection area.	Electricity	2024	8.478,05
7	Utilizing wastewater for sanitation processes.	Electricity	2024	164,00
8	Reusing steam condensate and product water for washing and sanitation.	Electricity	2024	110,61
9	Converting irrigation systems from diesel engines to electric motors.	Diesel	2024	4.151,51

Training about Energy

Energy-Related Training	Year	Number of Participants
Training: Energy Management System (ISO 50001) Awareness & Internal Audit	2022	24
Training: Energy Performance Indicator (EnPI) & Energy Baseline (EnB), ISO 50006	2023	25
Training: Understanding of ISO 14064 and ISO 14067 (Greenhouse Gas Inventory & Carbonfootprint)	2023	35
Electrical Training	2024	24
Training: Awareness Science Based Targets Initiative (SBTi)	2024	27

Total Net Emissions – Scope 1 [GRI 305-1] [305-5] [GRI 13.1.2] [GRI 13.1.3] [GRI 13.1.4] [SASB FB-AG-110A.1]

Scope	Scope 2021 Emissions (tCO_2e)	Scope 2022 Emissions (tCO_2e)	Scope 2023 Emissions (tCO_2e)	Scope 2024 Emissions (tCO_2e)*
Scope 1	277,334	296,667	303,664	354,662
GHG Removal	-	-	-	(18,336)
Total	**277,334**	**296,667**	**303,664**	**336,326**

Total Greenhouse Gas (GHG) Emissions [GRI 305-1] [GRI 305-2] [GRI 305-3] [305-5] [GRI 13.1.2] [GRI 13.1.3] [GRI 13.1.4] [SASB FB-AG-110A.1]

Category	2021 Emissions		2022 Emissions		2023 Emissions		2024 Emissions	
	tCO_2e	%	tCO_2e	%	tCO_2e	%	tCO_2e	%
Scope 1	277,334	50.24%	296,667	50.27	303,664	70.65	336,326	72.50
Scope 2	8,539	1.55%	13,685	2.32	12,475	2.90	13,121	2,83
Scope 3	266,166	48.22%	279,794	47.41	113,648	26.45	114,467	24.67
Total	**552,039**	**100%**	**590,145**	**100**	**429,788**	**100**	**463,913**	**100**

Greenhouse Gas (GHG) Emissions Intensity [GRI 305-4] [GRI 13.1.5] [SASB FB-AG-110a.1]

Category	2022 Emissions Intensity		2023 Emissions Intensity		2024 Emissions Intensity	
	tCO_2e/ton	%	tCO_2e/ ton	%	tCO_2e/ ton	%
Scope 1	0.745	50.27%	0.885	70.69%	0.924	76.49%
Scope 2	0.034	2.29%	0.036	2.88%	0.034	2.81%
Scope 3	0.703	47.44%	0.331	26.44%	0.298	24.67%
GHG Removal	-	-	-	-	(0.048)	
Total	**1.482**	**100%**	**1.252**	**100%**	**1.208**	**100**

Significant Air Emissions

Type of Emission	2022 (ton)	2023 (ton)	2024 (ton)
Nitrogen Oxides (NOx)	1,254.40	133.48	213.21
Sulfur Oxides (SOx)	39.31	161.98	25.68
Particulate Matter (PM)	41.82	109.13	16.12

Fertilizer Consumption [GRI 301-1]

Jenis Pupuk	2022	2023	2024
Liquid Organic Biofertilizer (LOB)	1.8	2.2	3.9
Compost	50.5	56.5	20.9
Chemical Fertilizer	76.4	54.2	57.6

Note: Fertilizer consumption is measured in thousand tons (1,000 Ton m^3).

Pesticide Consumption by Hazard Levels [GRI 13.6.2]

Hazard Level	2022	2023	2024
	Consumption (Kg or L)	Consumption (Kg or L)	Consumption (Kg or L)
Moderately hazardous	2,285,458.26	1,707,214.00	1,909,588.00
Slightly hazardous	272,015.06	184,387.00	223,209.00
Unlikely to present an acute hazard	204,167.43	504,205.00	587,977.00

Pesticide Consumption by Type [GRI 301-1]

Type of Pesticide	2022	2023	2024
	Consumption (Kg or L)	Consumption (Kg or L)	Consumption (Kg or L)
Herbicides	499,679.13	493,239.04	588,653.12
Insecticides, Acaricides	1,862,248.40	1,438,005.39	1,606,557.34
Fungisides	395,198.29	918,203.06	826,808.33
Plant Growth Regulators (PGR)	4,514.94	66,668.65	69,650.94

Water Withdrawal by Source [GRI 303-3] [GRI 13.7.4]

Water Source	Total Groundwater Withdrawal						Purpose of use
	2022		2023		2024		
	Megaliter	%	Megaliter	%	Megaliter	%	
Groundwater	6,415	100	6,789	100	7,588	100	Irrigation water and regular water use: factory, office

Water Consumption [GRI 303-5] [GRI 13.7.46]

Water Consumption	All Regions		
	2022	2023	2024
Total Water Consumption (Megaliter)	2,992.34	2,982.52	3,827

Water Index for One Pineapple Growth Cycle

	2022	2023	2024
Blue Water Index	11.78	13.56	21.06
Total Water index	74.57	85.26	88.33
Total	**86.35**	**98.82**	**109.39**

Business Impact from Water-Related Incidents

Incident	Currency	2021	2022	2023	2024
Total actual costs and lost revenue opportunities resulting from water-related incidents	IDR	0	0	0	0

Food Loss and Food Waste

Food Loss dan Food Waste (ton)	2021	2022	2023	2024
Total weight of food loss and food waste	Not Available	25,712	17,024	34,109
Total weight of food loss and food waste used for alternative purposes (ton)	Not Available	21,658	14,620	31,983
Total disposed (ton)	5,285	4,054	2,404	2,126

Hazardous Waste Generation [GRI 306-3] [306-5] [GRI 13.8.4]

Type of Hazardous Waste	2022			2023			2024		
	Waste Generated (Ton)	Diverted from Disposal (Delivered to Third Parties)	Temporarily Stored in Hazardous Waste Storage Facility	Waste Generated (Ton)	Diverted from Disposal (Delivered to Third Parties)	Temporarily Stored in Hazardous Waste Storage Facility*	Waste Generated (Ton)	Diverted from Disposal (Delivered to Third Parties)	Temporarily Stored in Hazardous Waste Storage Facility*
Used Oil	100.61	95.28	5.33	83.00	75.99	7.01	73.69	79.99	0.00
Used Batteries	6.82	6.26	0.56	5.10	5.10	0.00	4.47	4.47	0.00
Oil Filters	2.85	2.00	0.85	3.87	2.80	1.07	2.24	2.84	0.00
Dried Paint	5.12	2.03	3.09	3.20	2.45	0.75	1.94	1.94	0.00
Contaminated Cleaning Cloths	0.61	0.36	0.25	0.71	0.69	0.02	1.67	1.87	0.00
Used Hazardous Waste Packaging	6.44	4.55	1.89	7.27	5.67	1.60	4.06	4.11	0.00
Used Lamps	0.11	0.02	0.09	0.23	0.16	0.07	0.10	0.10	0.00
Used Hazardous Waste Packaging	6.06	3.00	3.06	3.16	2.92	0.24	2.17	2.58	0.00
Solvent	0.44	0.00	0.44	0.44	0.37	0.07	0.00	0.00	0.00
Discon Concentrate	0.44	0.00	0.44	0.44	0.44	0.00	0.27	0.27	0.00
Fly Ash	11,358.22	11,254.29	103.93	11,456.35	10,182.44	1,273.91	13,366.93	13,859.19	68.07
Bottom Ash	678.45	46.11	632.34	809.27	36.00	773.27	212.21	489.08	0.39
Electrical Waste	0.00	0.00	0.00	0.16	0.16	0.00	0.00	0.00	0,00
Total	**12,166.17**	**11,413.9**	**752.27**	**12,373.20**	**10,315.19**	**2,058.01**	**13,669.75**	**14,446.44**	**68.46**

Non-Hazardous Solid Waste Generation [GRI 306-3] [GRI 306-5] [GRI 13.8.4]

Type of Non-Hazardous Waste	2022			2023			2024		
	Waste Generated (Ton)	Diverted from Disposal (Ton)	Directly Disposed to Landfill(Ton)	Waste Generated (Ton)	Diverted from Disposal (Ton)	Directly Disposed to Landfill(Ton)	Waste Generated (Ton)	Diverted from Disposal (Ton)	Directly Disposed to Landfill(Ton)
Pineapple Peel Waste	82,443.00	82,443.00	0.00	90,045	90,045	0.00	77,979.00	77,979.00	0.00
Decanter Waste	5,524.36	5,524.36	0,00	5,368.40	5,368.40	0.00	9,785.51	9,785.51	0.00
Pine core waste	11,847.00	11,847.00	0.00	10,358.00	10,358.00	0.00	11,222.00	11,222.34	0.00
Total	**99,814.36**	**99,814.36**	**0.00**	**105,771.00**	**105,771.00**	**0,00**	**98,986.51**	**98,986.85**	**0,00**

Waste Diverted from Disposal through Recovery Activities [GRI 306-4]

Recovery Activities	Waste Diverted from Disposal (tons)					
	2022		2023		2024	
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite
Hazardous Waste						
Preparation for reuse	0	0	0	0	0	0
Recycling	0	0	0	0	0	0
Other Recovery Activities	0	0	0	0	0	0
Non-Hazardous Waste (Non-B3)						
Preparation for reuse	0	0	0	0	0	0
Recycling	0	0	0	0	0	0
Other Recovery Activities	0	0	77.63	0	64.564	0
solid waste						
Preparation for reuse	0	0	0	0	0	0
Recycling	126,858	0	0	0	0	0
Other Recovery Activities	0	0	200,530	0	209,129	0

Notes: Onsite refers to within the physical or administrative control boundaries of the reporting organization.
Offsite refers to outside the physical or administrative control boundaries of the reporting organization.

Total Wastewater Discharge by Disposal Purposes [GRI 303-4] [GRI 13.7.5]

Discharge Destination (Way Ilo)	Total Wastewater Discharge Across All Regions (Megaliter)		
	2022	2023	2024
Total	1,553.5	1,496.8	1,463.8

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GRI CONTENT INDEX

Statement of use	GGP has reported in accordance with the GRI Standards for the period 1 January 2023 - 31 December 2024
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Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

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	2-7 Employees	76				
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	2-10 Nomination and selection of the highest governance body	-	Nomination and election of the highest governance body.	Confidentiality constrains	GGP is a private company and, therefore, can not disclose information regarding the nomination and election of its highest governance body.	
	2-12 Role of the highest governance body in overseeing the management of impacts	44				
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	2-18 Evaluation of the performance of the highest governance body	43				
	2-19 Remuneration policies	-	Remuneration policy	Confidentiality constraints	GGP is a private company and, therefore, can not disclose information regarding remuneration and compensation information to the public.	
	2-20 Process to determine remuneration	-	Process to determining remuneration			
	2-21 Annual total compensation ratio	-	Annual total compensation ratio			

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	301-3 Reclaimed products and their packaging materials	-	Reclaimed products and their packaging materials	Not applicable	GGP does not have any products that are reclaimed along with their packaging materials.	

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	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	134				GRI 13.1.8
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GRI 13.10 Food Safety	3-3 Management of material topics	150				GRI 13.19.1
	13.9.2 Report the total weight of food loss in metric tons and the food loss percentage,	150				
GRI 13.10 Food Security	13.10.4 Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards.	63-64				
	13.10.5 Report the number of recalls issued for food safety reasons and the total volume of products recalled.	65				
Non-discrimination and Equal Opportunity						
GRI 13.10 Food Safety	13.15.5 Describe any differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operations.	88				

GRI STANDARD	DISCLOSURE	Page	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Supply Chain Traceability						
GRI 3: Material Topics 2021	13.23.1 Management of material topics	68				GRI 13.23.1
GRI 13.23 Supply Chain Traceability	13.23.2 Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin	68				
	13.23.3 Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.	57				
	13.23.4 Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	57				

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
GRI 13.3 Biodiversity	GGP's main operational site in Lampung is located on land designated for plantation activities, and no conversion of natural land occurred when GGP began its operations.
GRI 13.4 Natural Ecosystem Conservation	
GRI 13.13 Land and Resource Rights	
GRI 13.14 Rights of Indigenous People	No Indigenous communities reside in or have land claims in the vicinity of GGP's operational areas.
GRI 13.16 Forced or Compulsory Labor	GGP strictly prohibits the use of forced labor and child labor in all its operations. The company consistently complies with applicable labor regulations, including provisions on minimum working age and the protection of labor rights.
GRI 13.17 Child Labor	
GRI 13.18 Freedom of Association and Collective Bargaining	GGP is committed to respecting labor rights by complying with all applicable regulations. During the reporting year, there were no significant issues related to freedom of association or wage practices.
GRI 13.21 Living Income and Living Wage	
GRI 13.24 Public Policy	GGP does not engage in public policy-making activities, either directly or indirectly. This includes refraining from lobbying activities, political party contributions, or involvement with intermediary organizations.
GRI 13.25 Anti-Competitive Behavior	GGP does not implement exclusive sourcing practices for raw materials. All suppliers are free to distribute their products to other parties, which significantly reduces the likelihood of market dominance or collusion with competitors.
GRI 13.26 Anti-Corruption	GGP's operations are considered to have a low risk of exposure to corrupt practices.

SASB Index

Topic	Accounting Metric	Code	Page
Disclosure Topics and Accounting Metrics			
Environment			
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-AG-110a.1	132, 184-185
	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	127
	Fleet fuel consumed, percentage renewable	FB-AG-110a.3	129, 183
Energy Management	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-AG-130a.1	129, 183
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AG-140a.1	140
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	140
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	FB-AG-140a.3	141
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	62
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	FB-AG-440a.2	68, 140

Topic	Accounting Metric	Code	Page
Environmental & Social Impacts of Ingredient Supply Chains (FR/PF - Management of Environmental & Social Impacts in the Supply Chain)	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	FB-AG-430a.1	57
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-430a.2	57
	Discussion of strategy to manage for environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	62
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	FB-AG-430b.1	63
Social			
Food Safety	Global Food Safety Initiative (GFSI) audit: (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) (2) minor non-conformances	FB-AG-250a.1	65
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-AG-250a.2	57
	(1) Number of recalls issued and (2), total amount of food product recalled	FB-AG-250a.3	65
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	99
Activity Metric			
	Production by principal crop	FB-AG-000.A	12
	Number of processing facilities	FB-AG-000.B	12
	Total land area under active production	FB-AG-000.C	12
	Cost of agricultural products sourced externally	FB-AG-000.D	Data tidak tersedia

Written Verification by an Independent Party

Independent Assurance Statement

No. DECAR-IAS/022/VII/2025

Provided by **Decar Verite Asia**
On specified disclosures within the scope of work, included in PT Great Giant Pineapple's 2023-2024 Sustainability Report.

To: **PT Great Giant Pineapple's Stakeholders**
As an independent licensed provider of sustainability assurance services, Decar Verite Asia has been engaged by PT Great Giant Pineapple ("GGP") to provide independent assurance on the information reported in the PT Great Giant Pineapple's Sustainability Report 2023-2024 ("the Sustainability Report") for the period beginning on 1st January 2023 and ending on 31st December 2024.

Objective

The objective of this assurance is to provide an independent opinion on GGP's qualitative and quantitative information within the scope of work, as well as their supporting management system, as stated in the Sustainability Report. The assurance work was conducted within the define scope and limitations; therefore, this statement is not intended to serve as a basis for interpreting the sustainability or overall performance of GGP.

Scope

Decar Verite Asia conducted a **Type 2** assurance engagement for topics: **Energy; Emissions; Training and Education; Occupational Health and Safety,** which are reported in the Sustainability Report. Data and information within the specified disclosures, including but not limited to, commitment, initiatives, **environmental and social KPIs**, as well as performance, were assured to a **Moderate Level of Assurance**. The procedures included evaluating the specified disclosures and assessing samples of evidence to verify the adherence, reliability, and quality of the information against criteria as stated below.

Reference and Criteria

Decar Verite Asia performed the assurance in accordance with the **AA1000 Assurance Standard v3 (2020)**. As required under type 2 assurance, the work carried out to evaluate the reliability and quality of specified sustainability performance and disclosed information, in addition to assessing adherence to the AA1000AP Standard (2018), which include inclusivity, **materiality**, responsiveness, and impact. Specific performance data and information were assessed utilizing GRI Standards 2021.

Responsibilities

PT Great Giant Pineapple
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
Evaluating the content of the Sustainability Report, assessing collected evidence on the agreed-upon subject matter and criteria, in accordance with the terms of reference agreed upon with GGP.

Methodology

The team undertook the following activities to render their opinion:

- Conducted an initial review of the material topics in the Sustainability Report to generate a list of evidence needed to ensure accuracy and credibility;
- Engaged with individuals responsible for managing the material topics;
- Evaluated the management systems to perform data collection, compilation, calculation, reporting, and validation;
- Verified the information and evidence as regards the references and criteria used;
- Communicated the recommendations to provide an opportunity for corrective action;
- Reviewed the final content of the Sustainability Report;
- Prepared the statement letter and management letter, followed by the necessary approval as per Decar Verite Asia's assurance protocols.

Limitations

Decar Verite Asia planned and performed the work to obtain all the information and explanations deemed necessary to provide a basis for rendering a conclusion at a Moderate Level of Assurance. The process included reviewing governance documents, relevant data, and limited recalculations using risk-based sampling to reduce, though not eliminate, the risk of error. Decar Verite Asia does not assure financial data and information as GGP may engaged with other parties to verify or audit the financial statements. The assurance for

GHG emissions were conducted based on GGP's GHG inventory report and the verification report conducted by a third party.

Statement of Competency and Independence

Decar Verite Asia is an independent licensed provider of assurance services. Our team of experts possesses the technical expertise, competency, and extensive experience necessary to conduct assurance engagements on environmental, social, and various other topics in accordance with the AA1000 Assurance Standard. No member of the assurance team has a business relationship with GGP beyond this assignment. Decar Verite Asia conducted this assurance engagement independently and impartially with no conflicts of interest.

Adherence to AA1000 Accountability Principles Standard (2018)

Decar Verite Asia has concluded that the specified disclosures within the scope of assurance, as stated in the Sustainability Report, adhere to the AA1000 Accountability Principles Standard (2018).

Inclusivity

GGP has identified its key stakeholders with reference to the AA1000SES. Engagement activities are conducted periodically using appropriate methods and frequencies to communicate GGP's performance and to identify stakeholders' interests. GGP also evaluates the effectiveness of its engagement approach, such as through employee engagement pulse checks and community satisfaction index measurements. Additionally, We value that GGP has involved stakeholders in the process of determining material topics, particularly in assessing the significance of impacts. Hence, Decar Verite Asia can confirm that GGP has applied the principle of inclusivity.

Materiality

GGP has conducted a materiality assessment based on the material topics established previously by Great Giant Foods, group of companies. As reflected in the records provided the materiality assessment involved stakeholder participation through surveys to evaluate the significance of each topic, taking into account both likelihood and severity. GGP determined its material topics by applying a threshold to prioritize those with higher significance levels. Therefore, Decar Verite Asia can confirm that GGP has applied the principles of materiality.

Responsiveness

GGP has demonstrated its responsiveness to material topics through alignment with The Great Pledge and the Sustainability Blueprint developed by Great Giant Foods, which guide its decisions, actions, and communications. A dedicated Sustainability Sub-Division, led directly by the Director, oversees strategy and implementation. We value that GGP has a biogas plant project integrated with the Clean Development Mechanism (CDM) scheme to obtain Certified Emission Reduction (CER). In addition, the clinic—which is part of GGP's healthcare services for employees—is also open to the surrounding community, enhancing healthcare accessibility for both groups.

Impact

GGP has established the processes to identify, monitor, measure, evaluate, and manage its material impacts, supported by defined KPIs across environmental and social areas. The sustainability report presents both quantitative and qualitative information about the impact. We highlighted the energy savings in the Cannery exceeded the target, with a realization of 11.40% reduction beyond the set goal. All training-related targets, including awareness, efficiency, and team competency, were successfully met, with participant understanding reaching at least 80%.

Adherence to GRI Standards 2021

Decar Verite Asia can confirm that the disclosures are in line with GGP's claim that the Sustainability Report has been prepared in accordance with GRI standards. The disclosures of management approach for material topic in general are fairly disclosed. The principles to achieving quality sustainability reporting have been applied. Supporting documents were adequately presented during the assurance.

Conclusions

Based on the methodology and activities performed within the scope of assurance, nothing has come to our attention that the specified disclosures as included in the Sustainability Report are materially misstated, The Sustainability Report provides appropriate and fair representation, aligned 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, 30th July 2025
Signed on behalf of Decar Verite Asia

AA1000
Licensed Report
000-667/V3-RHV00

Corey Pernieda
Managing Director
Decar Verite Asia

To Provide Feedback

Thank you for taking the time to read PT Great Giant Pineapple's (GGP) 2023-2024 Sustainability Report.

To help us improve the Report and increase transparency in our sustainability efforts, we would greatly appreciate it if you could fill out the attached Feedback Form and return it to us. We sincerely value your time and input. Thank you for your continued support.

Respondent Information

Name : .....
Institution/Organization : .....
Email/Contact : .....
Relationship with GGP : .....
.....

- ◯ Employee
- ◯ Investor
- ◯ Government/ Stakeholder
- ◯ Business Partner
- ◯ NGO
- ◯ General Public
- ◯ Other .....

1. This Report provides useful information on GGP's economic, environmental, social, and governance performance.

   ◯ Strongly Agree ◯ Somewhat Agree ◯ Disagree

2. The data and information presented in this Report are structured, systematic, and easy to understand.

   ◯ Strongly Agree ◯ Somewhat Agree ◯ Disagree

3. The data and information in this Report are complete, transparent, and balanced.

   ◯ Strongly Agree ◯ Somewhat Agree ◯ Disagree

4. The design, font type and size, color scheme, layout, and visuals in this Report are appealing and easy to read.

   ◯ Strongly Agree ◯ Somewhat Agree ◯ Disagree

5. Which information in this Report do you find most useful?

   .....

6. Which information in this Report do you think could be improved?

   .....

7. Which information do you think should be added to future Reports?

   .....

Thank you for taking the time to provide your feedback on this Report. We truly value your input and appreciate your effort in completing this form. Kindly return the completed form to the following address:

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Sustainability Report 2023-2024

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