



PT. Great Giant Pineapple

HUMAN CAPITAL MANAGEMENT REPORT

PT. Great Giant Pineapple



TABLE OF CONTENTS

1

HUMAN CAPITAL MANAGEMENT

Employee Development Program

01

Training & Development Input

01

Type of Performance Appraisal

03

Long Term Incentives for Employees

06

07

Human Capital Management

Employee Development Program

No	Program	Beneficiaries	Detail	Type of Program	Learning Method
1	EAGLE	109	Internal development for employees who have the potential to become future leaders.	Leadership Development Program	Coaching, Mentoring, network
2	Leadership Accelerations Program (LEAP)	102	Leadership development program to create future leaders focuses on business leaders.	<ul style="list-style-type: none"> Leadership Development Program (Entry level management trainee) Cultural educations 	Coaching, Mentoring, network
3	Plantation Academy (PA)	12	Plantation development program to create expertise and main research in Plantations.	<ul style="list-style-type: none"> Leadership Development Program (Entry level management trainee) Cultural Educations 	Coaching, Mentoring, network
4	Sales Academy	11	Sales development program for professionals.	Leadership Development Program	Coaching, Mentoring, network

5	Retirement Development Program (RDP)	583	Training programs, selection of interest and development , that later GGP employee can become a GGP partner in various business lines.	Transitions program for retiring employees	Mentoring, network
6	Microsoft 365 Training	55	These programs equip GGP's employees with the necessary skills to effectively utilize Microsoft 365 tools, ensuring enhanced productivity & collaboration among GGP's employees.	Digital Transitions Program	Coaching, Mentoring,

Employee Development Program

	2024	
	Program 1	Program 2
Name of Programs & Program Descriptions	Mandor Parcella Banana & guava plantation foreman development program to increase responsibility through increasing banana & guava cultivation knowledge and skills This program applicable to foremen/daily worker/part-time who want to be converted into contract employees.	Immersive Development Program
Program's business benefit to GGP	Increasing knowledge and technical skills in banana and guava cultivation. The increase in technical skills has a real impact on regional productivity through the accountability and responsibility of each foreman.	Improving leadership competencies & behavior to align with the ideal profile of GGP leaders to prepare selected talents to fill MCR positions or increase team productivity.
Quantitative Impact of business benefit from the programs (monetary or non-monetary)	80 parcella foremen have been certified competent.	54% of talents targeted to fill MCR positions receive comprehensive development.
% FTE participation in the program	96 people	18 people

Training & Development Input

- Gender

Gender	2024	
	Average hours per FTE of training & development	Average amount spent per FTE on training & development
Man	3.96	Rp147,632.41
Woman	2.19	Rp90,960.44

- Age Group

Age Group	2024	
	Average hours per FTE of training & development	Average amount spent per FTE on training & development
18-30 years old	2.3	Rp90,319
30 - 50 years old	3.5	Rp124,714
>50 years old	4.6	Rp223,742

- Management Level

Management Level	2024	
	Average hours per FTE of training & development	Average amount spent per FTE on training & development
Top Management (As. Dir above)	6.8	Rp1,634,250
Middle Management (Manager & SM)	10.4	Rp2,529,442
First Line Management (Officer - Jr. Manager)	23.1	Rp2,207,058
Staff (2A - 2C)	16.6	Rp1,165,207
Pelaksana (1A - 1E)	7.3	Rp196,341
Harian Lepas	1.5	Rp9,153

Training & Development Input

- Type of Training

Type of training	2024	
	Average hours per FTE of training & development	Average amount spent per FTE on training & development
Inclass	2.99	Rp111,977
Webinar	0.04	Rp3,111
Hybrid	0.08	Rp2,493
Self-Placed	0.32	Rp7,838

Training & Development Input

- Country of Origin

Country of origin	2024	
	Average hours per FTE of training & development	Average amount spent per FTE on training & development
Indonesia	3.4	Rp117,852
China	3.0	Rp-
Colombia	15.0	Rp-
Italia	22.5	Rp4,625,000
Philippines	4.5	Rp-

Online Learning

FY	Total Online Learning Modules	Total Online Learning Hours	Total Online Learning User	Average Online Learning Hours	Total Learning Hours (Online & Offline)
2024	331 Modul	7,397 Hours	4,526	1.63 Hours	101,404.10 Hours

Type of Performance Appraisal

GGP management also periodically carries out performance planning and evaluation of the achievements of all employees. The process of planning employee performance into Key Performance Indicator (KPI) targets is carried out at the beginning of the year. The planning process involves reducing performance indicators from the Company's strategic level to the individual level (horizontal alignment), and adjusting and consistent KPIs between departments or units at the same level (vertical alignment). Management utilizes several objective evaluation methods in measuring employee performance. Some of the methods used are evaluation of individual performance achievements, 360-degree feedback, assessment based on team achievements and agile conversations (unstructured approach to managing employee performance and development throughout the year as opposed to on an annual or bi-annual basis).

This performance assessment is carried out twice a year. Through the 360-degree feedback method, employees receive input from various parties involved in their work, including superiors, colleagues and subordinates. In addition, individual success is not only determined by personal performance but also their contribution to the overall achievement of the team. By using a combination of these evaluation methods, management can obtain accurate and comprehensive information about employee performance, facilitating appropriate decision-making regarding employee development and appropriate rewards based on the achievements achieved. As part of employee performance evaluation, the Company integrates GREAT Value (Governance, Reliability, Excellent, Agile and Teamwork) as an indicator of growth value. This form of qualitative assessment details non-technical aspects that are taken into consideration in improving individual development and overall team performance.



Governance

refers to aspects of integrity, ethics, code of conduct, and organizational governance.



Reliability

is reflected as a work partner who can be trusted and relied on.



Excellent

assesses continuous improvement and the ability to achieve targets carried out by individuals.



Agile

is defined as the ability to adapt to change.



Teamwork

is reflected as collaboration in achieving common goals.

Long Term Incentives for Employees






At PT. Great Giant Pineapple, a performance allowance is provided as a fixed allowance based on the achievements of senior management below in the form of cash incentives. The amount of this performance allowance is determined by the Performance Management System (PMS) score from the previous year. This allowance accumulates when there are additional performance awards from the prior year. Any increase in the performance allowance will be regulated in a Board of Directors' decree (Based on Perjanjian Kerja Bersama (PKB)).

Levels eligible for long-term incentives are Levels 1 and 2, while Level 3 employees receive annual wage increases based on their Performance Management System evaluation and yearly inflations.

% of employees that applied this program : 20.32% (level 1&2)

Our long-term incentive program is designed to reward sustained performance and behavior that align with our core corporate values: Governance, Reliability, Excellence, Agile, and Teamwork (GREAT). These values serve as the foundation for our Key Performance Indicators (KPI) and are embedded in our Code of Conduct, which integrates our corporate philosophy with prevailing norms, organizational culture, policies, and applicable regulations. Our incentive structure not only recognizes outstanding business results but also prioritizes ethical conduct.

Through our Code of Conduct, GGP is committed to maintaining a safe and healthy work environment in compliance with occupational safety and health laws. Employees are integral in upholding these standards and are expected to actively participate in fostering a culture of safety and well-being. By integrating the GREAT values into our long-term incentives, we aim to nurture a high-performance culture grounded in ethical practices, sustainable operations, and shared success.

Wajib	Compulsory	
	01	02
	 <p>Mematuhi peraturan keselamatan dan kesehatan yang ada di sekitar lingkungan kerja. Comply with safety and health regulations that exist around the work environment.</p>	 <p>Menggunakan alat pelindung diri sesuai dengan ketentuan yang berlaku. Use personal protective equipment in accordance with applicable regulations.</p>
Dilarang	03	04
	 <p>Segera menghubungi bagian terkait atau pihak berwajib jika menemukan/menghadapi kondisi bahaya. Immediately contact the relevant department or the authorities if you find/face a dangerous condition.</p>	 <p>Memberikan keterangan yang benar bila diminta oleh pegawai pengawas atau ahli keselamatan kerja. Provide correct information when requested by supervisory employees or occupational safety experts.</p>
Dilarang	05	06
	 <p>Menolak pekerjaan yang membahayakan keselamatan dan kesehatan kerja. Refuse work that endangers occupational safety and health.</p>	 <p>Menegur/mengingatkan/menghentikan apabila melihat rekan kerja yang melakukan pekerjaan yang membahayakan keselamatan. Reprimand/remind/stop if you see co-workers doing work that endangers safety.</p>
Dilarang	01	02
	 <p>Tidak mengindahkan/mengabaikan undang-undang dan peraturan kesehatan dan keselamatan kerja di lokasi operasi kerja masing-masing. Disobey/ignore occupational health and safety laws and regulations at their respective work locations.</p>	 <p>Melakukan pekerjaan atau kegiatan dalam kondisi tidak sehat atau dibawah pengaruh obat-obatan seperti mengoperasikan forklift. Doing work or activities in unhealthy conditions or under the influence of drugs such as operating a forklift.</p>