



9th. September, 2022

To our stakeholders:

I am pleased to confirm that GITI TIRE PTE.LTD. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Dr. Enki Tan
Board Director

GITI TIRE PTE. LTD.

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SUSTAINABILITY REPORT 2022

Building A
Better Future
Together



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Giti at a Glance

A Singapore-Based Global Tire Company

With its roots going back more than 65 years in the tire industry, Giti Tire understands the requisites of being a resilient and consistent tire manufacturer in the highly competitive and fast changing marketplace, and has the necessary resources in place.

Today, the Giti business platform fully integrates its worldwide manufacturing and R&D footprint, and innovative sales, marketing, and distribution channels together with its global motorsports activities to assure its future growth.

Supplying over

650

vehicle models
worldwide

Estimated

10,000,000

vehicles on the road
with Giti Tires

(includes all brands and types of
Giti Tire/PTGT tires)

6 factories & **12** offices
serving more than

130

countries

Giti

Facts

5

R&D and Tire Testing
Centers

4 R&D Centers in
China, U.S., Germany
& Indonesia, and 1 Tire
Testing Center in UK

More than

70,000

Point of Sales
In more than 130
countries

More than

30,000

Employees
Worldwide

Giti's Commitment

Giti Tire knows that quality and consistency depends on the care of each employee, facility, and activity. Because of this, the company orientates itself to focus on three key areas which include Top Quality Production and Innovation, Facilitating Employee Innovation and Growth, and Being a Responsible Corporate Partner.



1

Reliable Products

Delivering value, reliable performance, and top quality.

Innovation

Bringing insights, innovation, and creativity to the continuous process of building and improving our trusted brands.

Quality Services

Listening to our customers and striving to meet or exceed their needs and expectations, in a service-focused environment.

Partnerships

Engaging with our customers and building long-term relationships with superior value in our partnerships, built on a foundation of integrity.



2

Leadership

Embracing a winning spirit, sharing skills, demanding integrity, focusing on priorities, and becoming a workplace of choice.

Growth

Encouraging personal growth through skills training, development, and career advancement opportunities.

Empowerment

Building on a culture of continuous improvement, we encourage our people to share knowledge and experience in an environment that builds trust, creating an open communication channel that transcends boundaries.



3

Shareholder Value

Maximizing shareholders' value through continuous growth and upholding our market leadership in the industry, while being supported by responsible management practices.

Sustainability

Achieving sustainable growth while being mindful of our responsibility to the environment and the people who live in it.

Corporate Governance

Embracing full responsibility to our stakeholders, we are committed towards the highest levels of integrity, business ethics, and transparency.

Global CEO Message

Our Commitment to Conservation & Community

Corporate Social Responsibility is a very important part of Giti Tire's DNA. It provides the groundwork of the passion the company engages in, and creates a bigger purpose beyond just selling products and services. Throughout the years, Giti has provided support of resources towards a variety of CSR projects and engagements, as well as developed partnerships with leading organizations that hold similar views towards giving back.

As part of our CSR commitment, a few key sectors stand out. One is the area of **Green & Efficient Production**, which involves focusing on each of the company's six factories to make them energy efficient and fully sustainable. **Employee Health & Safety** creates positive and healthy workplaces and support focused on Giti's employees and vendors. Finally, a commitment to a **Better Community & World** includes our dedication to key areas such as education, the environment, economics, and engagement with local communities to support their needs.

Each of these areas is vital for Giti's short and long-term initiatives to achieve and exceed our **Sustainable Development Goals**. Together, we are committed to continue growing our CSR efforts and contributions to make a better world and future.



A stylized, handwritten signature in black ink, appearing to read 'Enki Tan'.

Dr. Enki Tan
Executive Chairman
of Giti Tire

Key New 2021 Partnerships

UNGC (United Nations Global Compact)

As part of the United Nations, the UNGC is a highly respected and important global business agreement, that requires a CEO and company commitment to adhering to the Ten Principles of the United Nations, including human rights, labor, environment, and anti-corruption. Giti is proud to join this exclusive and important compact in 2021, and continue to grow with it through an annual Communication on Progress, as well as other commitments.

I am pleased to confirm that Giti Tire reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this report, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

–Enki Tan, Giti Tire Executive Chairman



GPSNR (Global Platform for Sustainable Natural Rubber).

Giti Tire is proud to be a member of GPSNR (Global Platform for Sustainable Natural Rubber), a leading global organization dedicated to maintaining a fair, equitable, and environmentally sound natural rubber value chain. As tires directly relate to the environment, a focus on improving the process of rubber creation, procurement, and supply is very important to reducing societal impact and creating positive offsetting solutions for the industry.

Becoming a member of GPSNR puts Giti in elite company together with top tire manufacturers, as well as auto companies including BMW, General Motors, Ford, Toyota, and Volkswagen. All member companies of GPSNR are work towards a sharing responsibility towards positive actions for the benefit of the natural rubber supply chain's social, environmental and economic sustainability.



What are SDGs and How Can Giti Fulfill Them?



S U S T A I N A B L E D E V E L O P M E N T G O A L S

Giti Tire endorses the United Nations Sustainable Development Goals (SDGs) and incorporates them into each CSR activity. These goals cover a broad range of social and economic development issues. Included among them are poverty, hunger, health, education, climate change, gender equality, water sanitation, energy, environment, and social justice.

Incorporation of Key SDGs

In Giti Tire's materiality analysis and KPI planning, the company focuses on key applicable SDGs to achieve a positive human and environmental impact in a clear and definable way. Actions for these and other SDGs are highlighted throughout the report.



3 Good Health & Well-Being

Giti Tire incorporates a range of Health & Safety initiatives for its 30,000+ employees throughout the world, enabling safe conditions. In addition, the company partners with organizations that promote health, including being a main partner and sponsor of the 2021 Berlin Marathon.



4 Quality Education

Giti has always placed a great deal of importance on the education of youth and those in underdeveloped communities – including partnerships with institutions that range from primary schools to top institutions, as well as in recent projects in Asia, the Middle East, and Africa.



7 Affordable & Clean Energy

Clean and reduced energy usage is a priority of Giti Tire. A large number of recent initiatives to incorporate this include installation of solar panels, air emission treatment, reduced energy LED lighting, nitrogen recovery systems, and improved automization, among others.



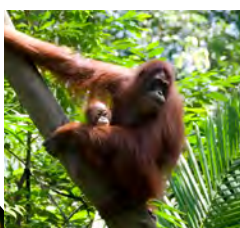
9 Industry, Innovation, & Infrastructure

To grow responsible development and innovation, Giti utilizes top quality products and infrastructure that is among the top in the industry. This helps to make long-lasting and efficient products that benefit users and require less turnover and wastage.



12 Responsible Consumption and Production

In terms of production and supply chain, Giti is dedicated to working with responsible and environmentally-focused partners, utilizing clean processes, and continued dialog, review, and continuous improvement towards improving conditions.



15 Life on Land

Environment and ecological concerns are of great importance to Giti, demonstrated by its long-term partnership with Conservation International, wildlife support projects in China, and significant financial investment into supporting forestry and bio-life in Asia and around the world.





GREEN & EFFICIENT PRODUCTION

Green Production (SDG 6, 7, 9, 12)



As the social and environmental impacts of climate change, resource depletion, and biodiversity loss become more pronounced, the Giti Group has

established a framework to address these challenges within its operations that allow continued contribution to the larger community.

Environmental Policy

We at Giti Tire strive to be an environmentally sustainable company. All our tire factories in China (3 plants) and Indonesia (1 plant) were certified ISO14001:2015.

Guiding Principles

- Comply with all environmental laws and regulations
- Most efficient use of natural resources
- Aim to reduce carbon emissions
- Ensure safe disposal of hazardous waste
- Reuse / recycle material whenever possible
- Continuously improve our Environmental Management System and ensure its effectiveness



Health & Safety Policy

We at Giti Tire regard the health and safety of our people as our highest priority. To achieve this, we are absolutely committed to maintaining a safe, injury-free and healthy work environment. All the tire factories in China (3 plants) were certified ISO45001.

Guiding Principles

- Comply with all health & safety laws and regulations
- Prevent accidents from occurring throughout the organization by providing safety training and standards to all of our employees
- Nurture a corporate culture that promotes and makes health & safety a primary objective throughout our operations
- Continuously improve our Health & Safety Management System and ensure its effectiveness



Quality Policy

We at Giti Tire maximize customer satisfaction by delivering superior products and services at competitive prices. All tire factories in China (3 plants), Indonesia (1 plant) and the United States of America (1 plant) were certified IATF16949:2016.

Guiding Principles

- Anticipate and meet Customers expectations
- Foster "zero defect" spirit and focus on Customer needs by involving all employees in the process of continuous quality improvement
- Comply with all related IATF 16949 and ISO 9001 standards & regulations
- Continuously improve our Quality Management System and ensure its effectiveness



Environmental Protection Focus Areas

1. Green Energy

Giti utilizes alternative and clean energy methods, including solar panels to generate green electricity

2. Flue-Gas Desulfurization (FGD)

The desulfurization efficiency rate now exceeds 95%, reducing 190 tons since the previous year

3. Water Recycling

Continued recycling of water usage at Giti's plants has improved local environments

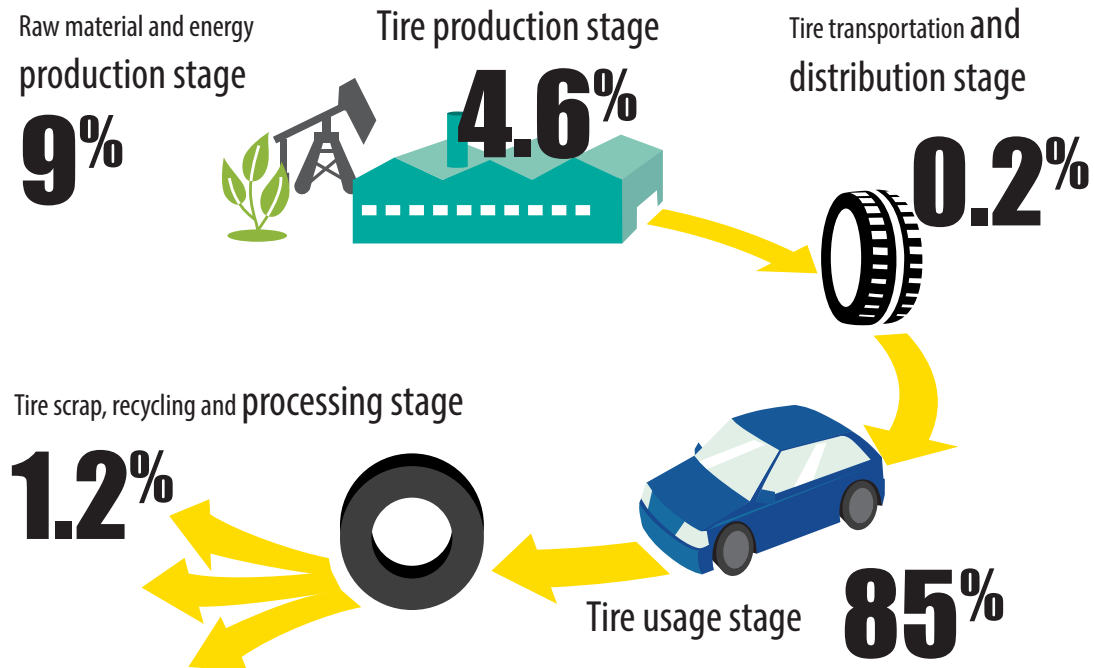
4. Green Certifications

Giti's plants throughout the world have received environmental management certification and passed clean production audits.



Product Efficiency

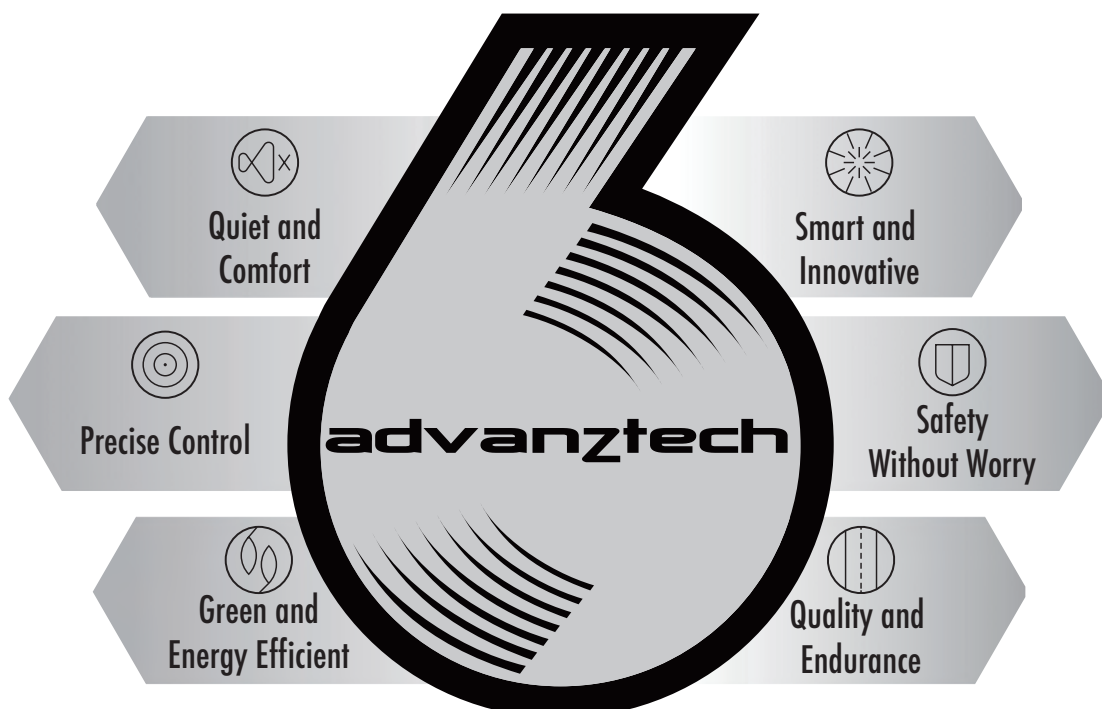
Environmental Impact of a Tire During It's Life Cycle



AdvanZtech

Giti operates advanced R&D centers in China, Indonesia, Germany, and the US, as well as a UK Tire Testing Center. With nearly 1,000 R&D team members, Giti utilizes state of the art equipment and high technologies to bring to reality forward-thinking innovative ideas.

The centers operate as one globally integrated R&D system with a shared technical knowledge management platform – AdvanZtech. There are a range of components that make up AdvanZtech, creating an all-encompassing platform that considers driver needs from six key perspectives.



Attentive effort for more environmentally friendly products



Providing fuel efficient tires for passenger cars and trucks to reduce fuel consumption and environmental impact. Truck and passenger car tire products with EPA Smartway certification.



Giti Synergy^{E1}

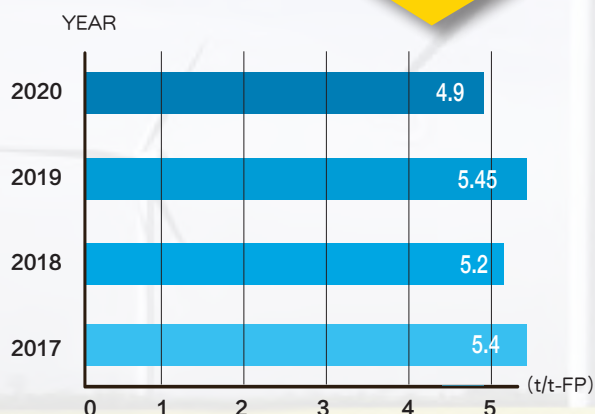


Global Manufacturing Results



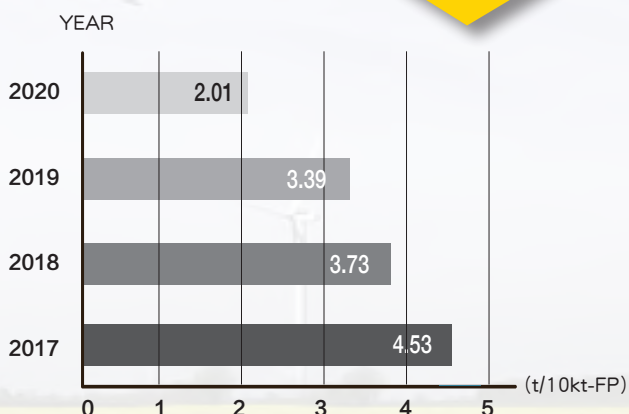
Water Withdrawal (t/t-FP)

REDUCED
9%
2017-2020



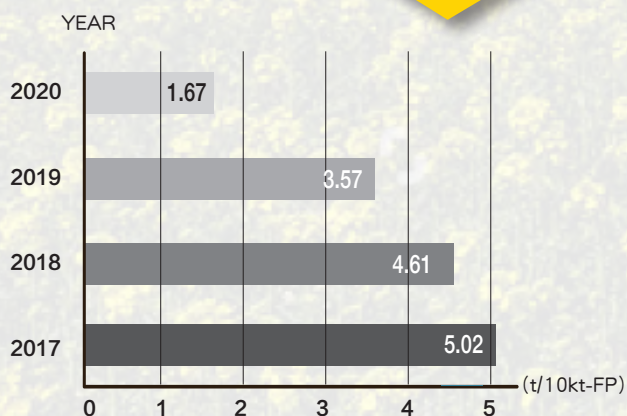
NO_x Emission (t/10kt-FP)

REDUCED
56%
2017-2020



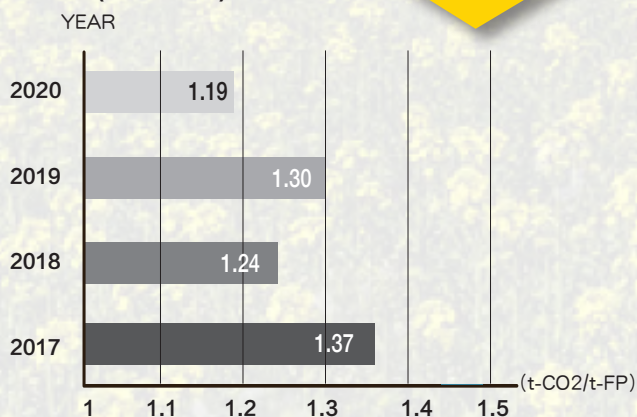
SO₂ Emission (t/10kt-FP)

REDUCED
67%
2017-2020



GHG Emission Intensity (Scope1 + Scope2) (t-CO₂/t-FP)

REDUCED
14%
2017-2020



Global Environmental Projects at Giti Tire Plants

COUNTRY	PROJECT	EFFECT
CHINA	Installation of solar panels to generate green electricity	Improved environmental conditions and reduction of energy waste
	Increased desulfurization efficiency rate for boiler air emission	
	Installation of RTO air emission treatment equipment in mixing workshop	
	Rubber mixing dust precipitator transformation	Improved and cleaner working environment
INDONESIA	Improved CO2 emission reduction from grid electricity consumption, by adding renewables to energy mix	Reduced overall carbon footprint and consumption
	Legacy boilers enhanced via fire tube replacements and economizer install	Improved energy efficiency and reduced environment pollutants
	On-site rainwater catch reservoir construction to reduce raw water use	Movement towards future net-zero water consumption
UNITED STATES	Full LED lighting throughout facility, with automatic office light shutoffs, high efficiency curing process boilers	Energy conservation, lowered air emissions, lowered water usage
	Production scrap disposal utilizing waste-to-energy process and recycling.	Zero-landfill initiative
	Nitrogen recovery system for curing process; hydrogen powered forklifts	Clean energy conservation, lowered emissions



Installation of solar panels to generate green electricity



Natural Gas Boiler in Anhui Plant

Giti Supply Chain Social Responsibility

Giti Tire seeks all opportunities to reduce the adverse impact of tire production on the environment, in development of its Green Supply Chain. This includes:

Working with responsible and environmentally-focused partners

Each partner that works with Giti through the supply chain process is considered based on their best practices, including in regards to the environment. Giti Tire specifically selects partners that fit with the mission and values of the company.



Using green supply chain processes

All the steps of the supply chain process are reviewed to ensure that they are efficient and able to maintain proper usage of resources. These processes are then continuously reviewed and updated to meet and exceed required standards.



Continued dialog, review, and improvement

Surveys, dialog, and commitments are used to back up and ensure proper implementation of goals. In addition to the suppliers themselves, all members of Giti Tire involved with the supply chain have training and commitments to ensure proper ethics and processes are used for selection and use of the partners and processes.




Giti is annually sending some surveys regarding environment impact of suppliers activity

The Importance of Business Ethics and Compliance

Giti is dedicated to ensuring proper practices among its facilities, offices, suppliers, and team members. This includes processes and documents to enforce proper use - which all employees and suppliers are required to comply with.

In addition to compliance communications, Giti Tire maintains a whistleblower email and phone hotline, which can be used to report ethics issues without retaliation.



Business Ethics

For irregularities or suspected irregularities in business ethics and violation of laws, rules and regulations, please report these matters to us via any of the following channels. All matters reported will be treated with the strictest confidence. The Group prohibits any acts of retaliation against whistleblowers.

Hotline: (86) 21-2207-3656
E-mail: compliance@giti.com
 These channels are strictly reserved for reporting of non-compliance matters.

Every Giti Tire products have owned Bar Code which can trace back the source of material, date of production and comprehensive product information.

Sustainable Procurement (SDG 12)

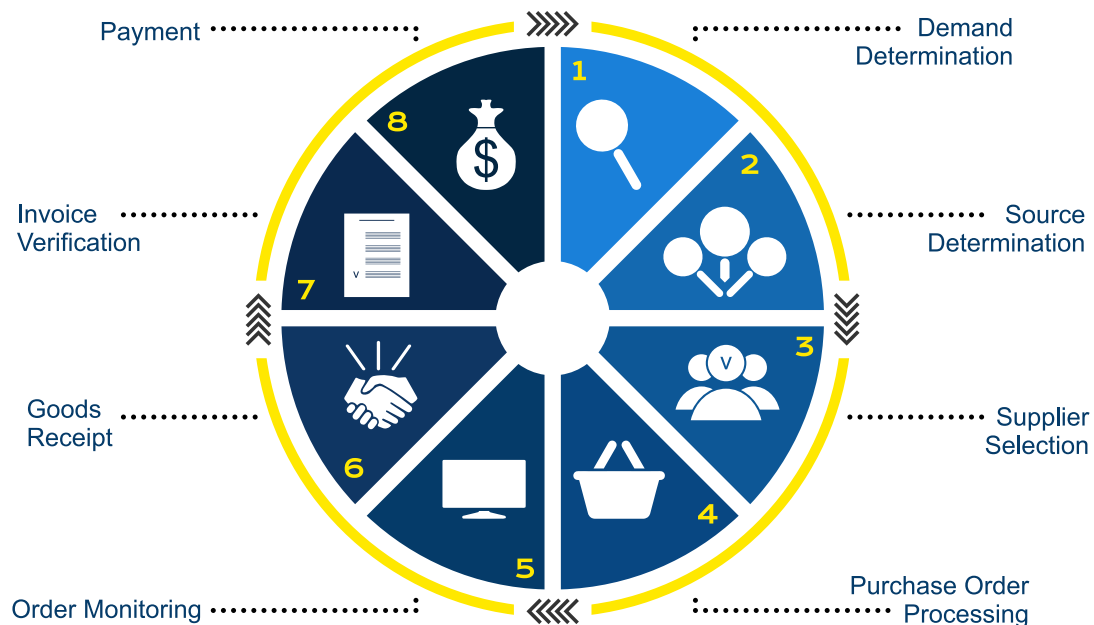


In line with the United Nations (UN) Sustainable Development Goal (SDG) 12, Giti looks to adopt sustainable practices in everything that we do including procurement. This encourages markets to produce more sustainable products, and contribute to global efforts to achieve resource efficiency, tackle climate change and address social issues.

Giti looks to integrate requirements, specification and criteria that are in favour of protecting the environment, social progress and in support of economic development. In doing so, Giti

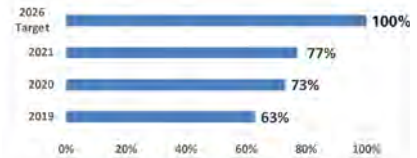
seeks to achieve resource efficiency, improve the quality of products and services and ultimately optimise costs.

Ensuring the lowest environmental and most positive social impact of procurement does not only build on international commitments related to environment, social or labour issues; it also serves as a preventive mechanism for the purchasing organization to mitigate and manage the reputational risk associated with environmental damages or social exploitation cases that could occur throughout its supply chain.



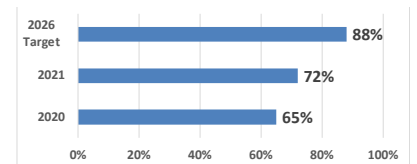
Giti commits to green practices throughout its business chain by ensuring suppliers abide by the Giti Sustainability Policy. In 2021, 77% of our suppliers have agreed to our code of conduct and will comply with applicable laws and regulations regarding sustainable economic development. Giti aims to have 100% of our suppliers to be aware of and agree to our Sustainability Policy by 2026.

% of targeted suppliers that have signed/accepted the supplier code of conduct



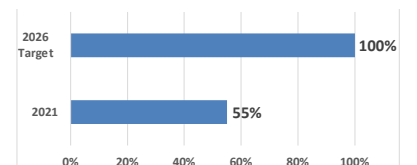
Since 2019, Giti has encouraged our suppliers to join our efforts having a positive impact on the environments & economies we are in and documented commitments through acceptance of our Corporate Social Responsibility Commitment. In 2021, Giti has verified 72% of targeted suppliers' have made considerable efforts toward sustainable development and hope that by 2026, 88% of our suppliers will be able to report they are doing the same.

% of target suppliers that have gone through a CSR assessment (e.g. questionnaire)



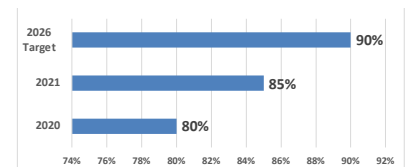
In order to support our team's effort towards sustainable development, in 2021, Giti equipped 55% of the procurement team on best sustainable procurement practices and we will continue to train our team to achieve a 100% training rate by 2026.

% of procurement team trained on sustainable procurement



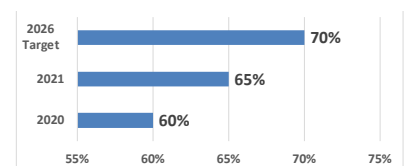
As a method of proving compliance with environmental laws and regulations, Giti requires its suppliers to be ISO14001 Certified. As of 2021, 85% of Giti's suppliers have been certified with ISO14001. We strive for 90% of our suppliers to be ISO14001 certified by 2026.

% of target suppliers who have been certified with ISO14001



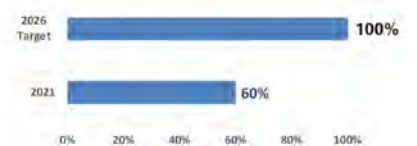
In caring for the environment and the economy, Giti must also care for those who work to build our better future. All Giti factories are ISO45001 certified for Occupational Health and Safety Management, and Giti expects the same of its suppliers. As of 2021, 65% of Giti's suppliers have already been ISO45001 certified and we aim for 70% of suppliers to be certified by 2026.

% of target suppliers who have been certified with ISO45001



Engaging with EcoVadis, the world's most trusted business sustainability rating, Giti measures its and its suppliers' performances covering environment, labour relations, human rights, business ethics and responsible procurement. In 2021, 61% of targeted category A suppliers have gone through the EcoVadis desktop reviews and we aim to achieve 100% by 2026.

% of target Category A (frame) suppliers covered by Ecovadis





EMPLOYEE HEALTH & SAFETY



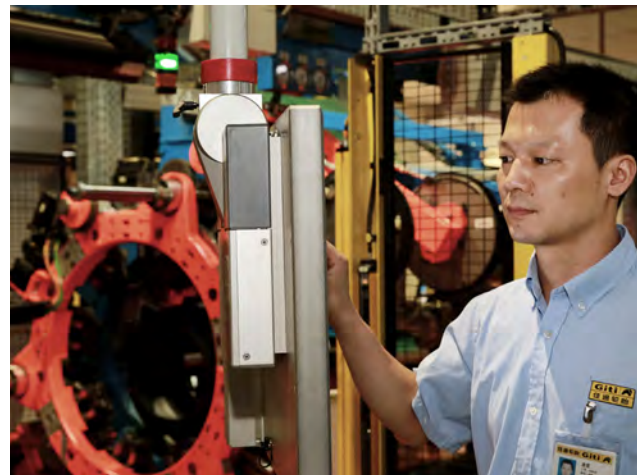
Employee Health & Safety (SDG 3, 5)



A priority area of Giti's mission is to employ its strengths to support communities and enhance the way people live, learn and work. This is done by contributing to a safer society, supporting accessible and inclusive education, and promoting healthier communities.

Safety (SDG 3)

Giti Tire believes safety is the foundation to success and this notion has been verified in daily business practices and operations. Externally, Giti Tire is committed to supplying high quality tires for better road safety, while internally the corporation strives to create a safe working place to develop employees both mentally and physically.



System Certification

Because of the importance of occupational health and safety of employees and the consideration of the plant operational efficiency, Giti has fully realized the significance of occupational health and safety management. Hence it promotes all the tire plants to pass ISO45001, the occupational health and safety management system, and the work safety production standardization II.



Building a Unified Framework

In order to raise the safety awareness of the staff and achieve the injury-free goal, each plant will make "Giti Tire Environment Health and Safety Management Guideline" as the guiding principle for the operation of all plants and be responsible for the staff, the products, the plant and the society with a strict professional attitude.

Promoting Ergonomic Improvement Projects

Ergonomics, which is based on factors including people's psychology, physiology and physical structure, is a subdiscipline of mechanical engineering. It studies the reasonable interactive relations among people, machinery and environment so as to ensure that people work in a safe, healthy and comfortable environment and achieve satisfactory work efficiency.

In order to enable the staff to work in a safer, more efficient and more comfortable workplace, Giti actively introduces the concept of ergonomics and analyzes in depth the work status of each plant, each workshop and each individual. According to the process control, work habits and administrative controls, Giti has set up a unified, secure and effective program for shift and work implementation, which can create a comfortable and safe working environment.

Improving Air Quality

The Giti plant in Anhui province invested RMB 340,000 (USD 55,000) to install 52 negative pressure ventilation devices in the workshop, which improved the air quality in the workshop and reduced occupational health risks.

Giti's plant in Anhui province invested RMB 340,000 (USD 55,000) to install 52 negative pressure ventilation devices in the workshop, which improved the air quality in the workshop and reduced occupational health risks. Meanwhile, it also invested RMB 225,000 (USD 37,000) to extract rubber smoke produced in the closed mixer workshop, which enhanced the air quality and lowered occupational health risks of employees.

The Hualin plant put in about RMB 2.37 million (USD 386,000) for smoke evacuation, ventilation and dust removal in the closed mixer workshop, which improved working conditions significantly, among which, the average dust concentration was reduced by about 40%.

Improve Lighting Conditions

The Giti plant in Fujian province invested a total of RMB 1.3 million (USD 212,000) successively for improving lighting conditions in storage areas, which enhanced the working conditions of the operating environment.

Cooling Usage of High-Temperature Posts

The Giti plant in Fujian province invested a total of about RMB 1.5 million (USD 244,000) for installing water-cooled air conditioning and ventilation equipment in machine-operating posts of preparation and curing workshops, which not only improved the air quality in the workshop, but also reduced the temperature of on-site high temperature posts.

Sharing Best Practices & Experiences

Plants summarized and shared 695 EHS best practices, including innovative EHS management methods, activities and techniques. Implementing more stringent and more comprehensive EHS standards would help every Giti plant learn and draw on experience from each other and better enhance the safety management level.

Health Care Program started

Health Department in all Giti Plants has a working health care program, consisting of giving first aid medical action in a work accidents. Conducting prospective employees' health checks, employees periodic health check-ups, and special health screening for employees working with the risk of exposure to environmental hazards.

Each employee should immediately report to management if unsafe work behaviour and unsafe working conditions are observed that could potentially result in a work accident. In addition, employees are also recommended to take proactive action and remind each other to work safety. This is also supported by routine patrols and HSE inspections on the work floor conducted by employees throughout all levels.



Improving Air Filtering System



Improve on Lighting Conditions



Health (SDG 3)

A healthy organization implements a culture of occupational Health and Safety in the working environment. These implementations can assist employees in improving their physical and mental health, minimizing the risk of exposure to hazards. The Health Department's roles and duties is carrying out preventive, promotive, curative, and rehabilitative efforts. The Company provides a duty to the Health Department to conduct and evaluate the implementation of occupational health services for all employees and guests who require medical assistance.

All medical activities conducted are supported by the availability of an ambulance as an operational vehicle, the provision of basic medicines for first aid measures in case of an accident, and resources to provide medical records of employees as operational documents of the Giti Tire clinic.

Prevention Of HIV/AIDS

The factory at Tangerang conducted basic training on the prevention of HIV/AIDS for 92 employees in 2020.

In addition, the Company also developed a "Training of the Trainers" (TOT) program, where trainers were taught methods about how to conduct their presentations more efficiently. At present, the Company has 26 trainers. These trainers then provide counselling regarding HIV/AIDS to both internal (new employees) and external audiences.

Sports & Exercise Activities

Giti hosts sports and other activities to keep employees active at its offices and factories. For example, in the US a 'Biggest Loser' contest was held to encourage weightloss in a friendly competition. Meanwhile in Asia, there are different activities such as badminton, table tennis, basketball, and more - that add to friendly competition at a regional and local level.

Giti Tire is also a main sponsor of the famous Berlin Marathon in Germany. Many employees participate in the race, as well as partners and distributors from around the world. Giti's employees also have taken part in other marathons and races, including the Singapore Marathon and others.



Gender Equality (SDG 5)



EDGE – Certification

The Company obtained EDGE certification by Intertek in 2019. EDGE is the only global assessment methodology and business certification standard for gender equality. The EDGE certificate helps companies to create an optimal workplace for both women and men and to benefit from it. The certification process assesses policies, practices and numbers across 5 different areas of analysis: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture. PT Gajah Tunggal Tbk is the first tire manufacturer in Indonesia to be EDGE certified.



Giti Angels – Female Racing Team

Giti Tire debuted a truly trailblazing 'Girl's Only' racing team of all-female drivers, coach, and crew. These Giti's Angels brought their took on their 300 WV Golf VII GTI vehicle to 10 races at Germany's Nürburgring circuit – including the VLN series and the world famous 24 Hours Nürburgring. After a series of terrific performances that including an inspiring comeback at the 24 Hours Nürburgring



Giti Gazelles All-Female Off-Road Racing Team To Provide Desert Driving Excitement and Community Support

The Giti Gazelles team brings together passionate and seasoned driving veteran Helen Tait Wright and experienced navigator Sue Alemann, as well as their beloved vehicle named Priscilla.

The Rallye Aïcha des Gazelles is a unique event, first started in 1990. Since its creation, the all-female rally has developed a new vision for motorsports – using no GPS and taking place entirely off-road. Its focus is utilizing a navigation plan by each team to achieve success during the 15 day adventure, rather than an emphasis on speed.

Sustainable Human Resource

(SDG 1, 4, 5, 9, 10)



Covering SDGs 1, 4, 5, 9 & 10, Giti prides itself in creating a safe environment in the company where all individuals have equal opportunities. Prioritising the safety of our employees, all of Giti's factories have achieved the ISO45001 for Health & Safety. Giti is also proud to have consistent gender employment ratios and low job attrition from 2019 to 2021. In maintaining transparency and providing open tracking of our progress, Giti reports progress following the standards set by the Global Reporting Initiative (GRI).

Giti continues to place equality and fair practices in high regard as it progresses and grows from strength to strength alongside its employees and stakeholders.



	2021	2020	2019	GRI Indicator
Employees at Dec 31 (excluding temp agency workers, interns)	11,122	11,466	11,996	GRI 102-7
Employees by gender (excluding temp agency workers, interns)				
Men	82%	82%	83%	GRI 102-8
Women	18%	18%	17%	
Employees by category (excluding temp agency workers, interns)				
Supervisors and managers	8%	7%	7%	GRI 102-8
Production operators	70%	71%	71%	
Administrative and technical staff and others	22%	22%	21%	
Employees by age (excluding temp agency workers, interns)				
25 and under	3%	3%	4%	
26-35	24%	26%	27%	
36-45	44%	45%	42%	
46-55	26%	23%	23%	
Over56	4%	3%	4%	
Employees by length of service (excluding temp agency workers, interns)				
Less than 1 years	5.8%	3.7%	6.9%	
1-3 years	6.8%	8.6%	8.1%	
3-5 years	6.5%	7.4%	6.8%	
5-10years	16.5%	19.5%	20.7%	
More than 10 years	64.5%	60.8%	57.6%	
Employees by education level (excluding temp agency workers, interns)				
Master degree and above	2.2%	2.1%	2.0%	
Bachelor degree	13.9%	13.0%	13.0%	
College graduate	21.6%	21.6%	25.5%	
Others	62.3%	63.3%	59.5%	
Employee movements (excluding temp agency workers, interns)				
New hires	1175	719	2075	GRI 401-1
Resignations	1071	831	1737	
Dismissals and terminations	294	292	661	
Retirement	143	157	199	
Death	13	8	6	
Turnover rate	9.5%	7.1%	14.1%	GRI 401-1
Training hours (excluding temp agency workers, interns)	221382	238961	333914	
% of employees who received training during the year	93%	91%	95%	
Average hours of training per employee per year	21	21	28	GRI 404-1
% of women employed	17.7%	17.6%	17.5%	GRI 405-1
% of women in supervisor/manager positions	17.1%	18.2%	18.3%	GRI 405-1
Persons with disabilities employed	1%	1%	1%	GRI 405-1
Ethnic minorities and foreigners employed	2%	2%	2%	GRI 405-1
Work-related injuries (excluding temp agency workers, interns)	23	30	31	GRI 403-9
Rate of work-related injuries	0.17	0.24	0.24	GRI 403-9
% of sites with ISO 45001 & 14001 certification	100%	100%	100%	GRI 403-1



A lush green terrarium scene. In the foreground, there is a thick layer of vibrant green moss. Behind it, several small ferns and other green plants are visible. The background is a soft, out-of-focus green with bright sunlight filtering through, creating a warm, glowing effect with lens flares.

A BETTER COMMUNITY & WORLD

Education (SDG 4, 8)



Supporting Executive Education Through Innovation and Imagination

Giti has maintained a relationship of support and cooperation with leading universities in the world for about 20 years, such as Massachusetts Institute of Technology, Tsinghua University, and many more



Giti Group also supports Tsinghua x-lab in terms of soft power aspects such as network platform construction building, resources and experts support.

Giti Tire officials announced the debut of its Math and Science program at the US Plant ground breaking ceremony. The contest, which required students to create an eco-friendly solution that can be used by the community, started at the beginning of the school year, with math and science clubs being formed at 11 participating schools.

Giti holds a variety of educational workshops and activities around the world, increasing knowledge of youth. These include areas such as road safety, understanding of tires, and improvement of the environment and society.



Polytechnic GT offers full scholarships to talented underprivileged students with good academic records. In 2019, Polytechnic GT received 150 students from 1,740 applicants from 22 provinces in Indonesia. Thousands of Polytechnic GT graduates have found employment in various manufacturing and service companies. Special Education Program Polytechnic PTGT recently started special classes for its employees, with full-scholarships for an associates' Degree in Mechanical Engineering. The

program's objective is to improve the employees' competency and to build future leaders. PTGT has also started a program for student employees to advance from an Associate Degree to a bachelor's degree.

So far, two batches of the Mechatronics program have graduated. At the same time, about 29 students also started their studies, majoring in Industrial Engineering, who will graduate in November 2019.

Promoting Education and Innovation for Our Sustainable Future with “Tri Hita Karana”

United in Diversity Foundation (hereinafter referred to as UID) continued working in the fields of education, innovation and sustainable development, and cross-sector leadership capacity building for our common sustainable future with “Tri Hita Karana”, which means spiritual, ecological and social harmonies.

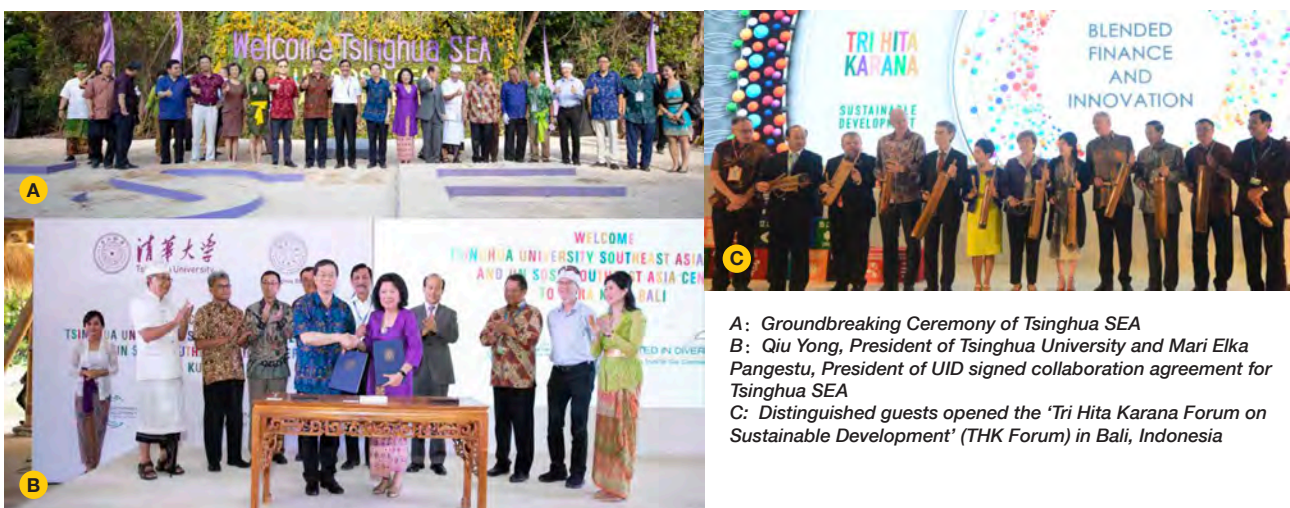
In promoting education development, Giti Group has been supporting international and China’s leading universities like MIT, Columbia University and Tsinghua University over years. Giti Group has been in partnership with Tsinghua University for over 20 years, particularly UID supported the groundbreaking ceremony of Tsinghua Southeast Asia Center (Tsinghua SEA) at Kura Kura Bali, Indonesia in 2018. Tsinghua SEA aims to champion the talent cultivation for the Belt and Road Initiative and sustainable development via education innovation. Meanwhile, Giti Group has been supporting International Faculty Fellows (IFF) program since 1996, which was out of a collaboration between MIT and China’s first-class universities including Tsinghua University and Fudan University to cultivate China’s intellectual resources and made deep impact in the internationalization of China’s leading universities and educational institutions.

In promoting innovation and sustainable development, UID successfully hosted the second ‘Tri Hita Karana Forum on Sustainable Development’ (THK Forum) in collaboration with International Chamber of Commerce (ICC), Business and Sustainable Development Committee

(BSDC), Blended Finance Taskforce, United Nations Global Initiative Sustainable Development Solutions Network (UN SDSN), and with the joint support from partners including World Bank group, International Monetary Fund (IMF), China Development Bank (CDB), Asia Development Bank (ADB) and Organisation for Economic Co-operation and Development (OECD). The forum actively contributes to stimulate the exploration and practice of sustainable financial innovative solutions for UN Sustainable Development Goals (SDGs).

In promoting cross-sector leadership capacity building, UID continued to support high level leadership training programs in collaboration with Tsinghua University for Ministry of Industry and Ministry of Communication and Informatics of Indonesia, which has made much contribution to deepening and widening exchanges and cooperation between China and Indonesia, as well as strengthening capacity of Indonesia’s public administration and policy.

Moreover, Giti Group continues to host ongoing inspirational speaker series “Three Talk” at Three on the Bund in Shanghai. The speakers in 2018 includes Father of “Strategy Map and Balance Scorecard”, Professor Robert S. Kaplan from Harvard University, Chairman of Sinovation Ventures Dr. Kai-Fu Lee and Arthur Lerner-Lam, Deputy Director and Lamont Research Professor of Lamont-Doherty Earth Observatory, Columbia University. They offered public speech on the platform of “Three Talk” for cross-cultural exchange of ideas and learning to promote innovation and social harmony. In addition, Giti Group also sponsored VIVA China Children’s Cancer Fund in 2018, contributing to provide better support to China’s children suffering with leukemia and their families.



A: Groundbreaking Ceremony of Tsinghua SEA
B: Qiu Yong, President of Tsinghua University and Mari Elka Pangestu, President of UID signed collaboration agreement for Tsinghua SEA
C: Distinguished guests opened the ‘Tri Hita Karana Forum on Sustainable Development’ (THK Forum) in Bali, Indonesia

Economic & Industry Partnerships

(SDG 16, 17)



Cooperating with Renowned Organizations to Promote Sustainable Development



Giti Group invites G20 Countries to engage with Indonesia and Southeast Asia in creating a future of sustainability



Giti Tire co-sponsored the very first Davos Tsinghua High Level Roundtable with Tsinghua University. Revolving around the theme of "Building Trust for Our Common Future", 20 political, business, and academic leaders from different countries gathered together to confront international economic and social issues to promote global sustainable development.



A Focus on Ecological Environment

For many years, Giti has been working with Conservation International (CI) in conducting a protection program to preserve forest and biodiversity in Sumatra, India and the southwestern mountains of China. The program has helped to purify carbon emissions that are equivalent to what Giti Tire produces in 100 years.

In addition, CI and Giti are cooperating in freshwater and seawater protection, reforestation planting, and the prevention of zoonotic diseases. At the 21st United Nations Climate

Giti responded actively to the activity centering on "the shared responsibility for climate change", organized by the International Chamber of Commerce (ICC) to spread the idea of environmental protection.



Giti Tire Executive Chairman Enki Tan Speaks at 2021 UN Climate Change Conference (COP26)

Dr. Enki Tan - Executive Chairman of Giti Tire – was a participant and speaker at the COP 26 UN Conference in November, 2021. He spoke regarding Blue Halo S sustainable fisheries, as well as an overall commitment to contributing to positive environmental conditions and development.

COP26 is the most recent annual UN climate change conference. COP stands for “Conference of the Parties”, and the summit is held attended by the countries that signed the United Nations Framework Convention on Climate Change (UNFCCC) – a treaty that came into force in 1994.



140+ Business Partners including:



Giti Expands Green Growth Focus Through P4G Partnership

Giti Group is pleased to further expand its commitment to sustained and environmental-friendly growth, through its partnership with leading organization P4G (Partnering For Green Growth and Global Goals).

P4G is a network of global leaders and innovators seeking breakthrough solutions for green economic growth, bringing together nations, groups, and businesses with a shared passion. In particular the organization focuses on providing results that address key global issues in five areas: Food and Agriculture, Water, Energy, Cities and Circular Economy.

Joining together with leaders from 12 major countries and organizations such as the World Economic Forum, Giti is one of the business partners for P4G’s sustainable business efforts. Giti Group’s Ms. Cherie Nursalim has also been selected to serve as a member of P4G’s Board of Directors.

RECENT AWARDS & RECOGNITION



Giti Tire received the ‘Corporate Social Responsibility Supplier Award’ by MGTS, as well as similar recognition at Tencent’s ‘Wisdom of Winning the Future’ summit meeting.



USTMA AWARD: Giti has been recognized for achievements in worker safety by the U.S. Tire Manufacturers Association (USTMA), receiving Sustainability Awards for Safety and Health.



TOP CSR 2020 Award, given by TOP Business magazine due to the Company’s success in aligning its Corporate Social Responsibility program with its business strategy using creating shared value (CSV) approach.

Natural Environment SGDs 13, 14, 15



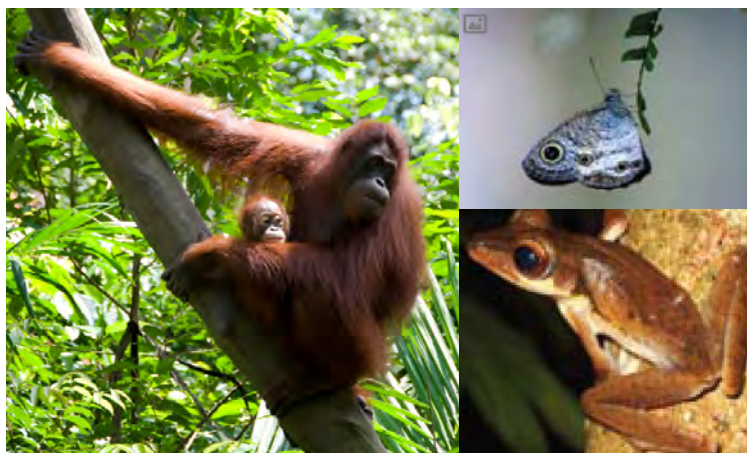
Giti Tire has also collaborated with Conservation International for several years, and continues to do so, supporting marine conservation and forestry protection projects.

Strengthening Biodiversity Conservation at Key Landscape Areas in the Northern Sumatra Corridor



The Batang Toru Forest covers about 150,000 hectares and the Batang Gadis National Park occupies an estimated 110,000 hectares. Together, they form around 260,000 hectares of mostly intact forest.

Protecting these forest areas from conversion into vegetation with lower biomass (tree plantations or agriculture) conserves about 100 tons of carbon per hectare, or 26 million tons of carbon in total, which is equivalent to about 100 years of carbon emissions resulting from coal burning at Giti plants.



This rough calculation does not consider the carbon benefits of improving the conservation of the forest and those benefits accrued from reforestation of community land in the buffer zones.

Despite their biodiversity values, many of Sumatra's highly important species live outside protected areas.

Giti's Shark Tracking Project with Conservation International Includes World's Largest Fish

Giti Tire is proud to be a longstanding partner of Conservation International (CI), which promotes environmental protection and support measures in Asia and around the world. Part of Giti's partnership with the organization has including six years of support for the CI's shark tagging and preservation efforts. Recently, Conservation International has expanded their efforts to expand the technology further, offering the ability to track its tagged fish online in real-time, including the world's largest fish, satellite-tagged in eastern Indonesia. In addition, Giti has its own 4.75 meter shark named after the company, which is showcased and also able to be tracked on CI's website.



Scan to find out more, and track the world's largest fish and "Giti" shark here

Supporting Wildlife and Locals in Remote China Region, Helping Enable World Heritage Classification



Hoh Xil in Qinghai, China succeeded in its application for World Heritage with support from Giti Tire. It became the World Natural Heritages site with the largest area in China.

Giti donated its 4X4 series tires. These high quality tires concentrated the latest 4X4 tire research and development technology, which offered reliable guarantee for patrolling of rangers, safeguarded rangers, vehicles and the pure land of Hoh Xil.

Community Engagement (SDG 1,2,11)



For Giti Tire, social responsibility is not just about donating or delegating capital to balance the corporate portfolio. Instead, it is about building a platform to help disabled people find rehabilitation options to achieve independence and improve the quality of life to reduce the burden on family members.

Giti Group Contributes One Million Masks and Financial Support to Combat Covid-19

During these challenging times of need, Singapore-Based Giti Group has been working to support the global community in its fight against the Covid-19 pandemic. As part of these efforts, **Giti has donated One Million surgical masks and SGD \$100,000 in cash to the Maskforce Initiative to support foreign workers in Singapore.**



The surgical masks are produced by Giti Group's facilities in Putien, China and shipped and distributed to those most in need. Giti is also providing its support and resources to other affected areas around the world.



Local Festival & Holiday Projects

Giti Tire has community and charity projects centered around different holidays and festivals - from Ramadan to Christmas. An example of one such activity is the Thanksgiving Community Farmers Market in the US, which helps to provide food to many local residents during challenging times.

Other activities at the Giti Tire Manufacturing Plant in the US include the 'Real Men Wear Pink' campaign, which raises funds for the American Cancer Society. Meanwhile, there are other activities throughout the year that help to support the community on the local and regional levels.



Community Empowerment

Blood drives are commonly held at the company's Indonesia facility - with more than a thousand employees participating in the donation activities each year. This is a way to give back in a major way, with just some time and heart for fellow humans.

To protect employees against the Covid-19 virus, Giti Tire also organized free vaccines and testing for staff in different offices.



Partnering with Team BRIT to Provide the Disabled Opportunities

In addition to sponsoring the UK Fun Cup series, Giti Tire has partnered with Team BRIT, a charity set up to inspire veterans with disabilities, PTSD, and mental health issues by demonstrating what can be achieved through motorsports. All of Team BRIT's drivers are ex or serving military personnel who have suffered serious injuries and are disabled.

Through its partnership with Team BRIT, Giti Tire has demonstrated how motorsports can provide inspiration and achievement to everyone, and provide opportunity to disabled veterans who likely never thought racing in a high-profile motorsports competition could be possible.



Secondhand Goods Management

GSC (General Service Cleaning) is a department in the General Service division established by the company to engage in Sanitation, Gardening, Environment (greening) and Plant Cultivation which involves cultivating saplings in the nursery.

Successfully reusing equipment packing made from wood into furniture (tables, chairs, bookshelves) and remnants of iron and iron sheets into cleaning tools.





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