

**EXCELLENT TALENT DEVELOPMENT OF PETROKIMIA GRESIK
ACHIEVE THE BEST IN “2021 SOE AWARD”**

Number : 24/SP/PG/IV/2021
Day / Date : Thursday, April 8, 2021
Place : Jakarta
Event : Awarding 10th Year of “2021 SOE Award”.

Petrokimia Gresik is an Agroindustry Solution company member of [Pupuk Indonesia](#) holding, won the best award I in the category of **"Excellent Talent Development"** for SOE subsidiaries, at the 10th Year “2021 SOE Award” national event, in Jakarta, Thursday (8/4).

President Director of Petrokimia Gresik, Dwi Satriyo Annurogo stated that talent development is a necessity for Petrokimia Gresik, because the future of the company is in the hands of the millennial generation, whose number currently exceeds 60 percent of the total employees in the company.

"The increase in the number of millennial talent who sit in the second positions of the grade first and company is one of the tangible results of the success of the talent development program at Petrokimia Gresik," said Dwi Satriyo.

Petrokimia Gresik's other successes in the field of talent development include an increase in results assessment, a reduction in gaps competency, a good succession plan, as well as the results of a survey on employee satisfaction and increased employee engagement.

Furthermore, Dwi Satriyo explained that excellent talents at Petrokimia Gresik were developed through the program Talent Management which consists of 3 (three) stages, namely Identification and Selection Talent, Development Talent, and Evaluation.

The determination of Talent is based on the employee's potential score or results assessment 2 (two) year, performance value (2 years average KPI value), due diligence results, and committee meetings talent.

Talent development is carried out independently by Petrokimia Gresik, where independent learning is provided through the corporate university's platform, training/workshops, certifications, study assignments including the best universities abroad, job enrichment, knowledge sharing, rotation/transfer, and assignments to be instructors.

Dwi Satriyo added that the Covid-19 outbreak that hit Indonesia since March 2020 has also demanded Petrokimia Gresik to adapt to its talent development program.

"For this reason, in 2020 we launched a Digital Learning Module so that learning programs in the context of talent development are not disrupted. This is also an effort to support the government in fighting Covid-19 through a physical distancing policy," he said.

The Digital Learning Module designed by Petrokimia Gresik includes Virtual Reality Training for the competence of production and maintenance of the NPK factory through virtual learning scenarios designed according to real conditions. Then, Augmented Reality Safety Induction, which is a safety induction learning system based on a mobile application; Enterprise University becomes an integrated e-Learning platform with interactive and collaborative video features that engage employee mentors in learning; and the 360 Plant Tour, which provides digital learning about factory areas and facilities without a site visit.

"2021 SOE Award" is not the first time won for Petrokimia Gresik. It has been won by In 2018, at the same event, Petrokimia Gresik won 1st place in the "Best Talent Development" category and the "Best Business Innovation" category, in 2019 won 2nd Place in the "Best SOE Technology Innovation" category, and in 2020 won 1st Place in the " Best Organizational Transformation" category and Second Place "Best Excellent HR Development".

"Apart from being a clear proof of public recognition of the company's programs and performance, this award is also expected to motivate Petrokimia Gresik to continue to develop and innovate in presenting Agroindustry Solutions," Dwi Satriyo concluded.

PT Petrokimia Gresik

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