

A woman with long dark hair, wearing a light blue short-sleeved shirt, a dark apron, and a teal face mask, is working at a large industrial machine. She is focused on her task, adjusting a component on the machine. The machine is white and has a yellow label with the ECCO logo and some technical specifications. The background shows a factory setting with other workers and machinery.

**In ECCO,
we see
a journey...**

An ECCO journey is a journey of growth.

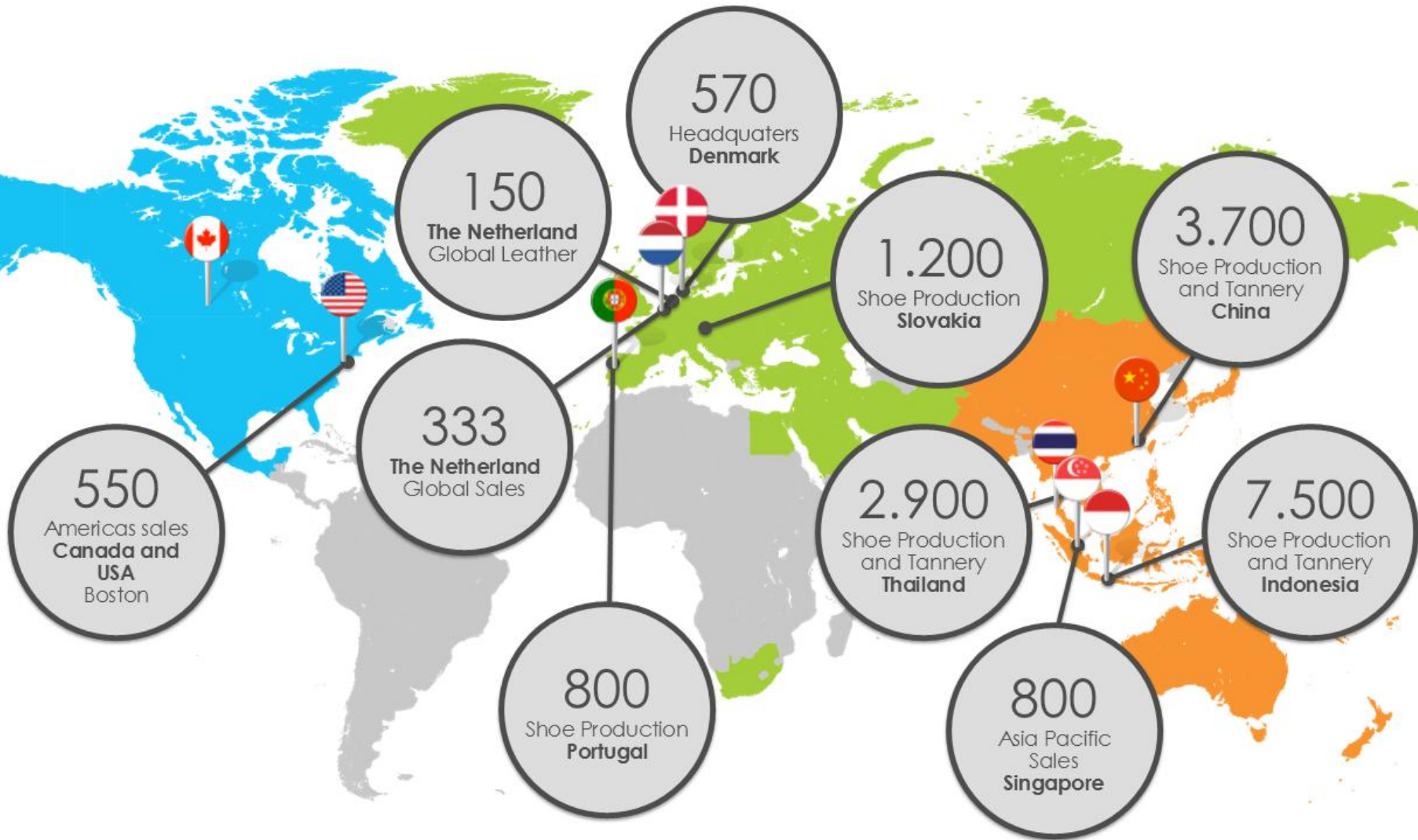
**Every step leave footprints of
conquered challenges, learning
from mistakes, and innovations.**

We walk, we grow.

For every footprint, there is a growth...

**Come walk
the world with us...**

18,500 people worldwide...



**Certified Business Administration,
Master of Business Administration,
Leadership Courses**

Leaders for the future...

**Shoe Making Academy &
Leather Making Academy**

Work together across nations and culture

70/20/10

Personal

Development

Plan

Gaining the
experience by

our own

**Supervisor Training
Program, Shoe
Development Training
Program**

Passion to explore our work

People Factory...

Development for everyone

ecco®

People's footprints

People's footprints

eCCO[®]

eCCO

People Factory... Development for everyone

2009 Operator Category 1

2011 Operator Category 2

2013 Operator Category 3

2014 Supervisor Training Program

"Now I have more passion to explore my work... An effective preparation to become a leader"

Suciani



Tri Dharma Setiawan

2006 – 2011: Production Coordinator

2011 – Now: Direct Injection Process Specialist

Certified Business Administration (CBA) Program

“For me working
in ECCO is full of
excitement and
challenges.”

ecco®



Provide room for individual **creativity**



ECCO is a modern shoe manufacturer, which really prioritize quality. Working in ECCO gives me opportunities to develop my knowledge, visit ECCO units in other countries, and the most important is the experience to work with family atmosphere.

Pricily Annuuru

FOOTPRINTS IN ECCO

- 2008– 2009 : Senior Supervisor QC Upper
- 2009– 2011 : Finishing Technician
- 2011 – 2013 : Coordinator Technical Finishing
- 2013 – now : Finishing Specialist

Ownership on
personal learning,
through
continuously
practicing

Practice for
craftsmanship,
creativity for **innovation**

Working in ECCO has a lot of challenges, opportunity to develop myself, learn to know ECCO global business, and work together with people from different nations and cultures.

Barry Irawan

FOOTPRINTS IN ECCO

- 2009 – 2010 : Operator Upper Production
- 2010 – 2010 : Operator Full Shoe Production
- 2010 – 2011 : Shoe Development Trainee Program
- 2011 – 2012 : Production Coordinator Cutting
- 2012 – 2014 : ECCO Leather Academy
Master of Science in Leather Technology
The University of Northampton, England
- 2014 – now : Leather Specialist

Walk every step with **passion,**
embrace change and challenge

"ECCO respect the local culture and provide equal opportunities to everyone. Our quality and technology makes us the best"

Footprints in ECCO:

- 1994 – 1998 : Production Support
- 1998 – 2005 : Technofile Upper
- 2005 – 2012 : Sr. Supervisor Technofile
- 2012 – 2014 : ECCO Shoe Making Academy
- 2014 – now : Upper Specialist

YOHANIS NANI BATADAGA

ECCO

“It is important for us to try, and gain the experience by our own. We cannot stick to what we did, just because we’ve done it that way for years.”

-Brigitte Skamrahl-



Grow...

Walk **higher**

In ECCO, I have an opportunity to learn and develop myself in different areas, scope and level, meet different people from around the world, which help me to keep improve and challenge myself. The most special is the sense of ownership and pride of ECCO employees. It is indescribable which is presented everywhere you go.

Dining Irma Djauhari

FOOTPRINTS IN ECCO

- 2004 – 2006 : ECCO Indonesia Trainee Program
- 2006 – 2008 : Finishing Technician
- 2011 – 2012 : Change Agent
- 2012 – 2014 : Manager QC Upper Production
- 2014 – now : Manager Full Shoe 1

Certified Business Administration (CBA) Program

ECCO provides me a big opportunity to learn and have a career, positive family atmosphere, and experience of benchmarking across the countries

Davidrijanto

FOOTPRINTS IN ECCO

- 2002 – 2003 : ECCO Indonesia Trainee Program
 - 2003 – 2006 : Coordinator Upper Production
 - 2007 – 2012 : Manager Training Center
 - 2013 – now : Sr Manager Work Study
- Certified Business Administration (CBA) Program*

for **excellence**

eCCO®

Life is not a problem
to be solved,
but a reality to be
experienced.

Søren Kierkegaard
- *A Danish philosopher*

