



STITCHING TOGETHER FOR A BETTER FUTURE

2022
Environmental, Social, and Governance Report
PT EIGERINDO MPI



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Statements Contain Predictions

In this report, there are statements that contain forecasts. These statements are based on various projections and estimates made by EIGER management. Forecasts also come from general reference sources that are used as business references, so part or all of them cannot be guaranteed to be achieved. The statement includes predictions and assumptions that can be accepted at the time this report was prepared.

Our Commitment to Holistic Sustainability

Stitching Together for a Better Future

PT Eigerindo Multi Produk Industri remains committed to its continuous sustainability programs. Perseveres amidst the pandemic turmoil that hit the world, the Company took strategic measures to build a comprehensive sustainability strategy. On April 26, 2021, Ronny Lukito, the founder and chairman of the Company, laid the foundation on which to implement sustainable business practices. From then on, the Company has carried out strategic steps and has formulated the **EIGER Environmental, Social and Governance (ESG) Road Map** towards sustainable business. Based on an analysis of the impacts and risks resultant from the Company's activities and decisions, an ESG strategy has been developed to move towards holistic sustainability. Then on April 22, 2022, coinciding with Earth Day commemoration, EIGER launched its first ESG Report with the theme of **"Untuk Bumi Untuk Nanti / For the Earth For Later"**.

We have carried out corporate social responsibility programs over many years, among others various philanthropic activities, including care-for-the-environmental movements or "Go Green" initiatives as an actualization of our care for the planet. Eversince the launch of our commitment to sustainable business practices, we have begun to craft sustainability works by transforming our corporate social responsibility formats. Various corporate values were created with the aim to lessen the impacts and risks resulting from the decisions and every stage of our business activities, from

untuk
bumi
untuk
nanti

"Untuk Bumi Untuk Nanti"

upstream to downstream.

The theme of **Stitching Together a Better Future** continues to be a part of our sustainability strategy, whereby we want to create a more sustainable and equitable future for all, including to lessen to negative impacts on the environment and society, and also to work towards a more ethical and responsible life style industry. We have started to take into account the interconnection between environment, social and economic factors in our products life cycles, starting from the sources of materials to the disposal of our used products. The journey to build a better future is a long one, and we are pleased that we have taken the first small step



Share Road Share Hope, 2022

Sustainability Performance at A Glance

PT Eigerindo MPI's sustainability performance in 2022 is stitched into one joint work containing environmental, social and governance aspects, or ESG performance, where we want to carry out responsible and sustainable business practices in every business process holistically.

For A Better Future, Stitching Together Environmental Impact Management

We implemented our commitment to stitching together sustainability in environmental aspect, especially in the manufacturing through to the distribution of our products, as well as efficiency in electricity consumption and waste management and reutilization. As was mentioned in 2021 Sustainability Report of PT Eigerindo MPI, by the year 2030, the percentage of our products that contain recyclable materials or using renewable materials, would be 20%. In 2022, we were able to book a 14% increase and achievement. We are optimistic that we will reach our target before the year 2030.

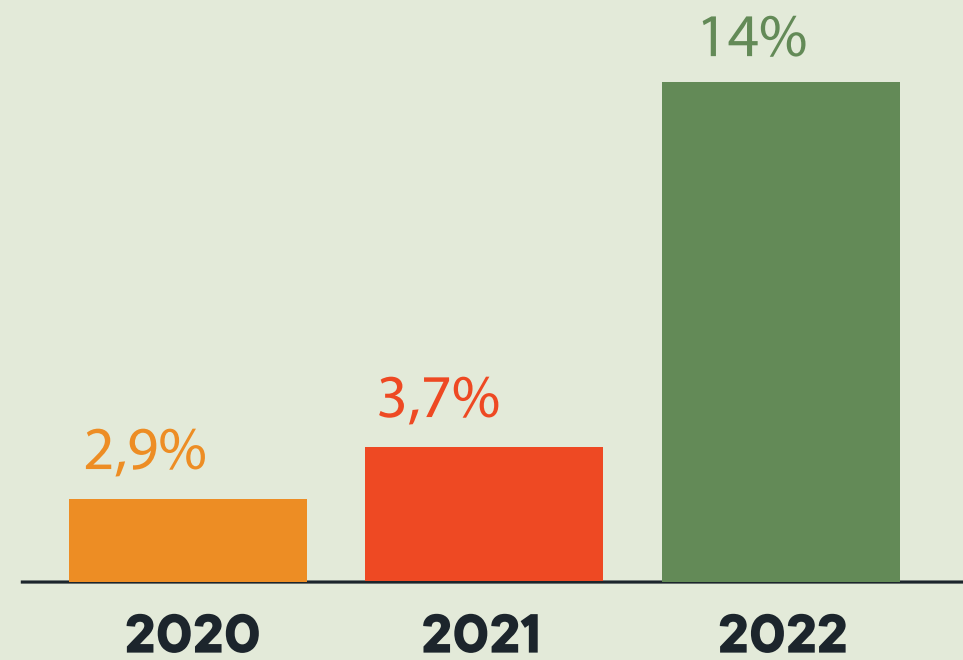
Along with the socialization of energy management, in 2022 we have successfully decreased the intensity of electricity consumption in head office and our suppliers. Throughout 2022, the intensity of electricity consumption per employee at the head office was 3.92 KWH/day or decreased by 18% from 4.80 KWH/day. The amount of electricy consumed to produce each of our item was

0.36 KWH/item, a decrease of 3% from the previous year. We have had some challenges in the energy consumption, especially in our outlets, where there was an increase of 7% in the intensity of energy consumption, to 141 KWH/m2 per month.

Some of our initiatives in waste management, both for waste from outlets, events and product defects, were carried out in collaboration with various parties. It is imperative that we collaborate with other parties, since we are well aware that we could not do this fight towards sustainability alone. Efforts in waste management also include upcycling program which creates added value.

This is the importance of us taking joint collaborative actions because we cannot alone struggle to promote sustainability

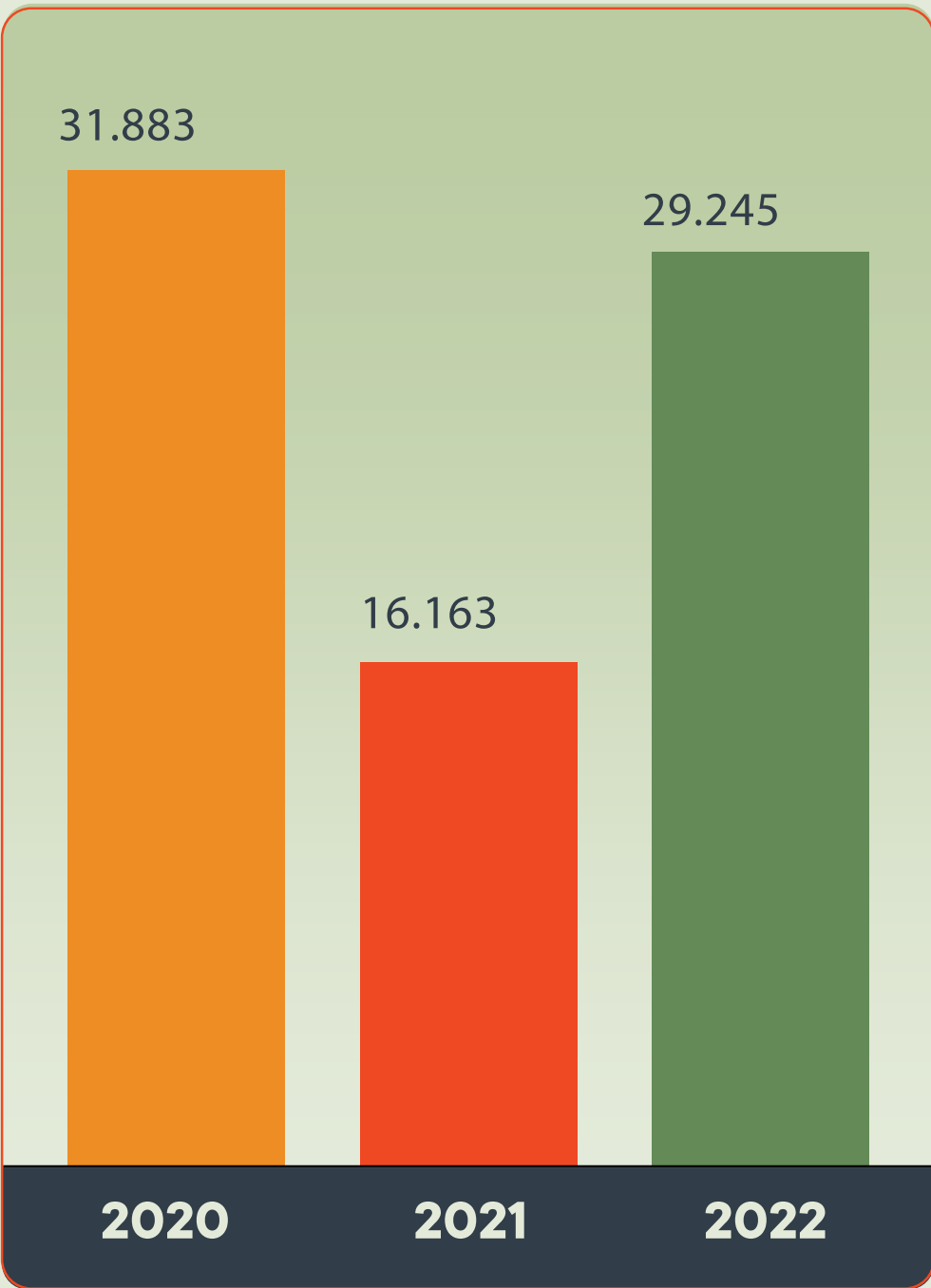
Products with Renewable Materials



Intensitas Konsumsi Energi

	Head Office	Store	Supplier
	KWH/Staff/Day	KWH/m2/Month	KWH/Pcs
2020	4,59	144	0,26
2021	4,80	133	0,37
2022	3,92	141	0,36

Product Defect



Sustainability Performance at A Glance

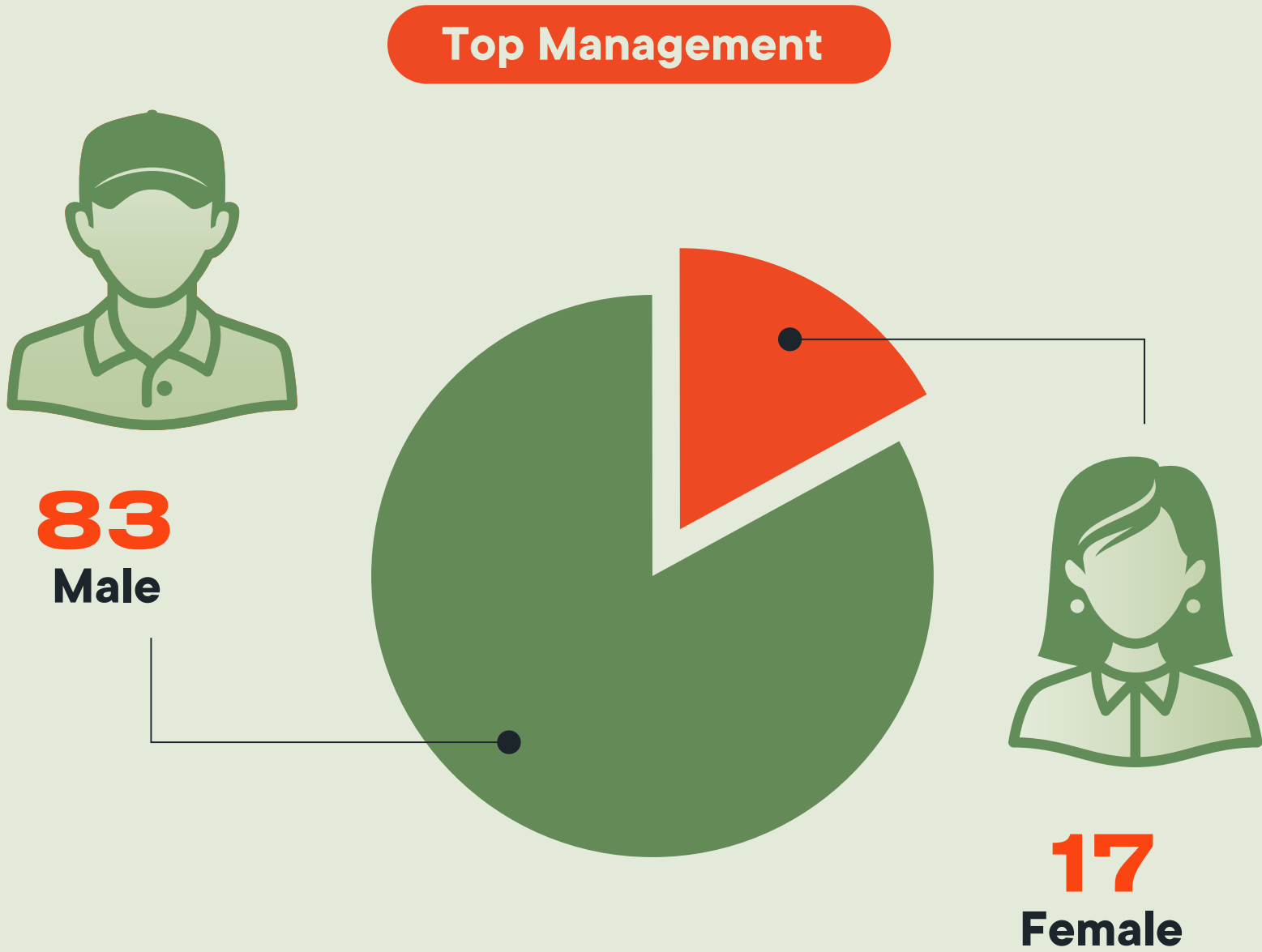
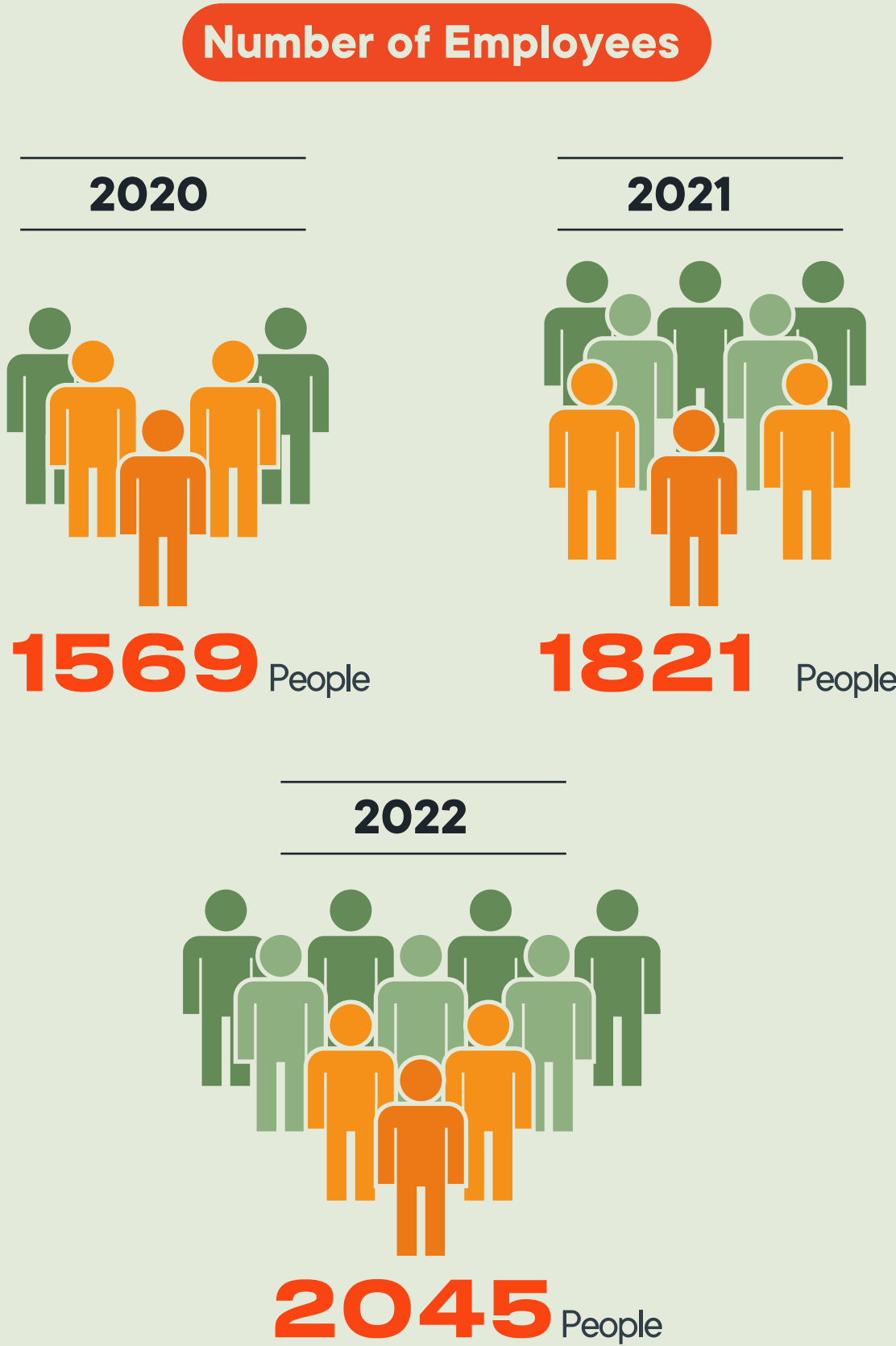
PT Eigerindo MPI's sustainability performance in 2022 is stitched into one joint work containing environmental, social and governance aspects, or ESG performance, where we want to carry out responsible and sustainable business practices in every business process holistically.

For A Better Future, Stitching Together Social Impact Management

In 2022, we expanded our total workforce by 19%. Simultaneously, we also strengthened the sustainability pillars that we have been implementing over the years, especially those that are related to workforce. Those aspects include Occupational Health and Safety, Human Resources Training and Development, and the no-child-labor policy that is applied within our Company and that we encouraged to be adopted by our suppliers.

We also continued with our effort in increasing gender diversity, with the addition of 3% of female executives to our top management, which brought the total to 17%.

On the social aspect, we strive to enhance people's economic rights. We have expanded the number of our stores to 237 stores operating in 137 regencies/cities, in which we have employed 1,216 local manpower and have provided wages in accordance with the minimum wage standards that apply in their respective regions.



These are our workforce with whom we collectively build a sustainability work, both for us and for those around us.

Sustainability Performance at A Glance

PT Eigerindo MPI's sustainability performance in 2022 is stitched into one joint work containing environmental, social and governance aspects, or ESG performance, where we want to carry out responsible and sustainable business practices in every business process holistically.

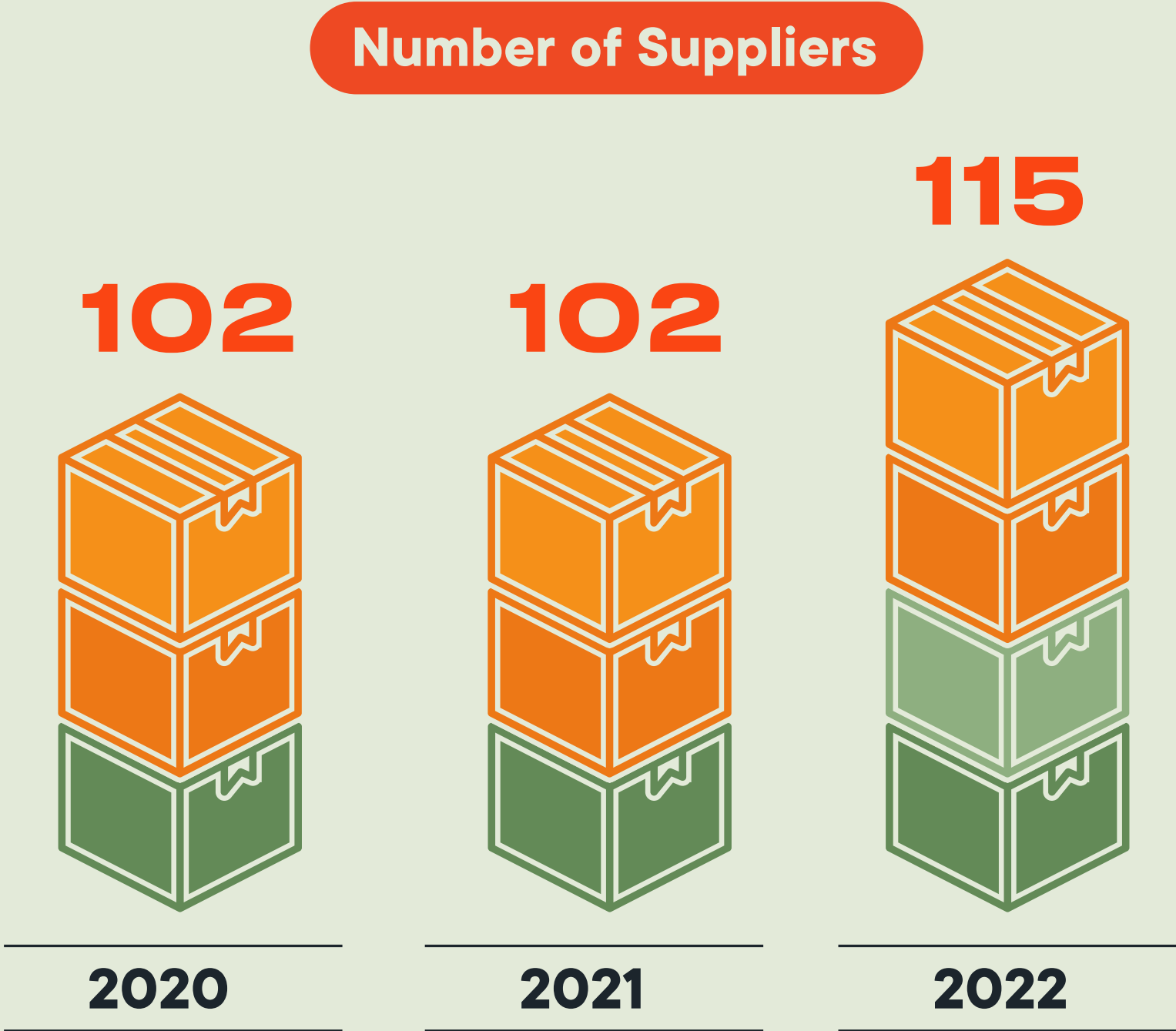
For A Better Future, Stitching Together for Good Corporate Governance

The governance initiatives that were carried out during the year 2022, not only were focused on the internal organization, but also were aimed at encouraging and ensuring that our suppliers move together towards sustainability and fulfill their corporate social and environmental responsibilities. We started to implement and socialize the sustainability practices that we require of our suppliers.

Activities such as training and due diligence for 22 suppliers, representing 37% of local suppliers, were carried out and will be expanded in the future. These initiatives includes several aspects such as

social, environmental and governance, that are key issues in our industry. Assessment of sustainability performance of our suppliers were carried out regularly, and in order to motivate our suppliers to improve their performance, we have set up a reward system.

Working together alongside our suppliers, not only are they motivated to move towards sustainability, we are also motivated to continue to perform better in corporate governance.



About the Report

EIGER ESG Report 2022 is our second sustainability report, following our first report that were published on April 22, 2022. This report illustrates how EIGER have managed the impacts and risks resulting from the activities and decisions made by the Company in running its businesses. These were only baby steps, but we are working to continue to improve our responsibility towards a better future.

As we promised in our 2021 Sustainability Report, every year we will publish Sustainability Report that will also be posted in our Company's website. This report is a reflection of the Company's commitment and responsibility in upholding transparency and accountability for all EIGER's stakeholders. In this report, "EIGER", "Company", or "We" refers to PT Eigerindo MPI. **(GRI 2-3) (GRI 2-4)**

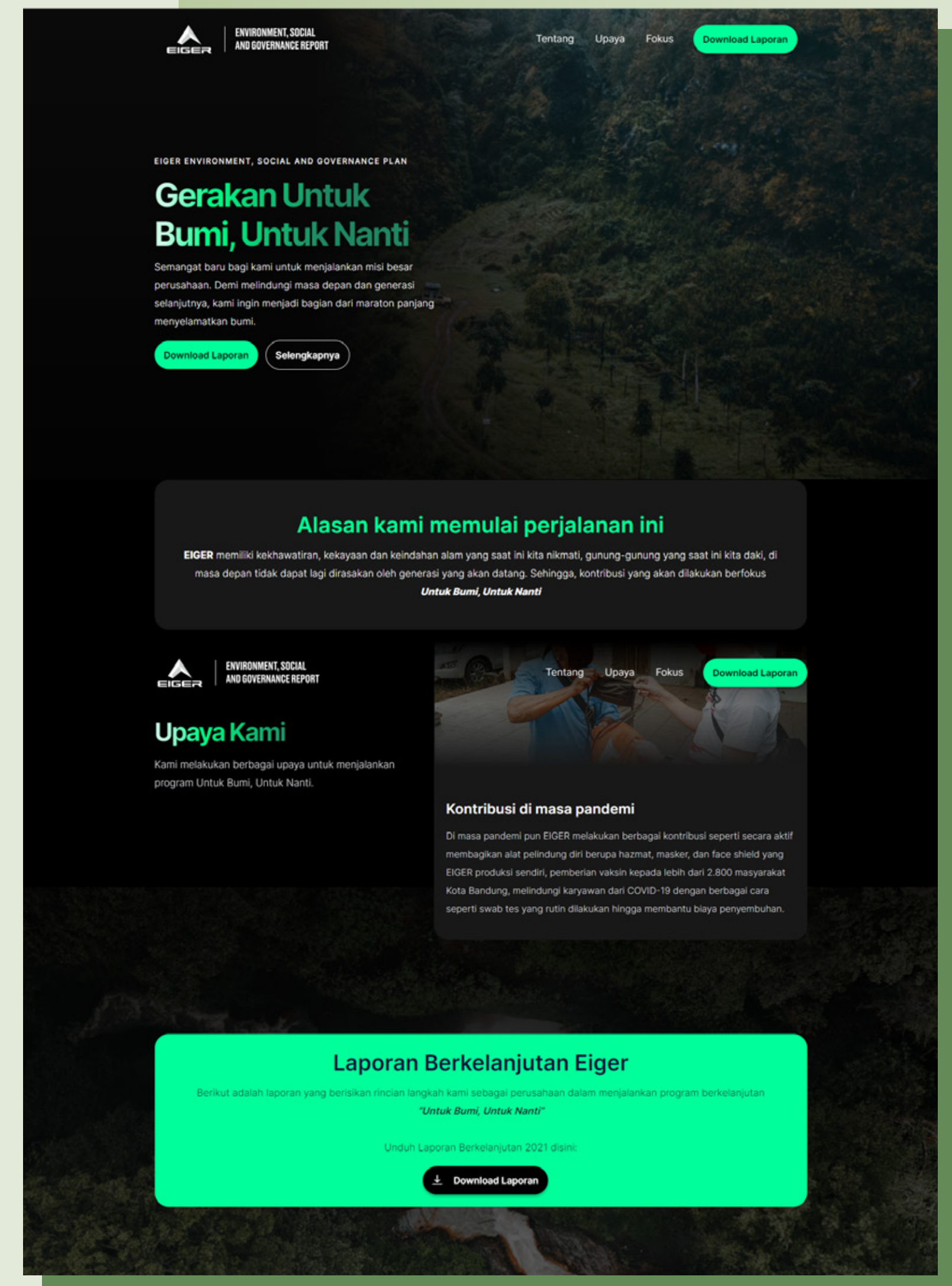
This report includes Company's data and information for the reporting period starting on January 1, 2022 to December 31, 2022. The report contains activities related to economic, environmental and social aspects, with performance comparison to one or two previous years. This report states only EIGER performance and contains no statement of changes from previous report. **(GRI 2-2) (GRI 2-3) (GRI 2-4)**

We have prepared this Sustainability Report based on format reference of **GRI Sustainability Reporting**

Standards (GRI Standards) 2021. We used different colour to indicate GRI Standard reference on each relevant page so that readers could easily identify the information disclosed. The relevant GRI Index is also presented at the back of this report, on pages 46.

To be more accessible to global stakeholders, this report is published separately in two languages, bahasa Indonesia and English. As for the financial data, we use Rupiah currency. The quantitative data presented in this report uses the principle of comparability for at least two consecutive years.

GRI recommends to use an external assurance by independent third party in order to ensure the quality and accuracy of the information presented in this report. Nevertheless, that is not a requirement for compliance to the sustainability codes. For this sustainability report, we have yet to use independent third party assurance. But, we certainly can assure that all information disclosed in this report are true, accurate and factual. **(GRI 2-5)**



A full-page background image showing a person in a blue jacket and backpack climbing a steep, rocky mountain ridge. The sun is setting or rising behind the clouds, creating a warm, golden glow. The sky is filled with soft, white and orange-tinted clouds. The person is in the lower-left foreground, looking down at their feet as they ascend. The mountain ridge extends from the bottom left towards the top right, disappearing into the distance.

The Spark of Our Creativity

With deep gratitude and sincere heart, we are proud to contribute to present this EIGER Environmental, Social dan Governance (ESG) report, as part of our commitment to be a better and more responsible Company. We would also like to take this opportunity to convey our gratitude to the Company's founder and commissioner, Bapak Ronny Lukito, for his passion and dedication in building EIGER.

Throughout its journey, EIGER has established three core values, namely: Nature, People and Innovation, which since have become our guiding light in every decision and step that we took along the way. We are aware that every business success has to be balanced with social and environmental responsibility and provides benefits for the

communities.

Bapak Ronny Lukito's zealousness, with EIGER, in building a better world through learning from nature and innovation, has made us aware that there are still a lot that we could learn and improve. This report marks a progress in our efforts to be better.

We hope that this report not only reflects our commitment towards sustainability, but can also inspire

(GRI 2-22)

Everyone has God's purpose in life. Whoever you want to be, do your best and be helpful for your surrounding.

— Ronny Lukito

Message from the CEO

Distinguished Eigerian, partners and all concerned parties,

A year has already passed since we launched our first sustainability report in 2022. The commitment for new adventures filled with sustainability spirit, build and carried out together with Eigerian (customers and communities), employees, business partners, suppliers and all other stakeholders, has begun to bear fruit.

This year's sustainability report is very special in that it represents our story of a movement founded on the same determination and passion, to move and leap forward towards holistic sustainability goals. We have taken a comprehensive approach towards sustainability, realizing that this is not merely about reducing the impact to the environment, but also about creating positive social and economic performance and improving transparency in our Company's governance.

Sustainability has become part of our collective "soul" together, as is stated in the Company's mission. And thus, we believe that the responsibility of creating positive impact to our environment, to the surrounding communities where we operate, and also to the customer who use EIGER products, rests in our shoulders. Our commitment to sustainability is unwavering, and we make progress towards our goals at all times.

Through holistic sustainability efforts, we, together with our suppliers, step forward to carry out sustainable business

practice, to paint sustainability "colours" to our products and stores, and also to promote sustainable life style inspirations to our customers.

Our thanks go to all parties for the support to our sustainable movement. We are aware that all that we have achieved up to now is only a small step and that there are still much work to be done and to improved. We are committed to continuously pushing ourselves to become better, and to collaborate with our partners, suppliers and customers in the movement to create positive changes in our industry.

We are steadfast in our endeavours to create a better future through holistic sustainability, and will continue with our efforts towards common progress in the years to come.

Salaon Lestari

Bandung, May 2023

(GRI 2-22)

Company Profile

EIGER was established in 1989, as a brand that provides gears, equipments and apparels for the lifestyle of outdoor enthusiasts. Operating under PT Eigerindo MPI, EIGER was born in Indonesia, created by Indonesians with the goal to promote the brand and Indonesia to the global world, specifically to the retail fashion industry.

The name EIGER itself comes from the name of a mountain with an altitude of 3,970 meters above sea level located in Bernese Alps, Swiszterland, Europe. The mountain has a famous reputation in the world as one of the most difficult and dangerous mountain to climb. One of the mountain’s side, called North Face, is considered as the most challenging hiking trails in the world, with its steep icy rock surface, very long hiking trails, often with rock avalanches, and unpredictable weather condition.

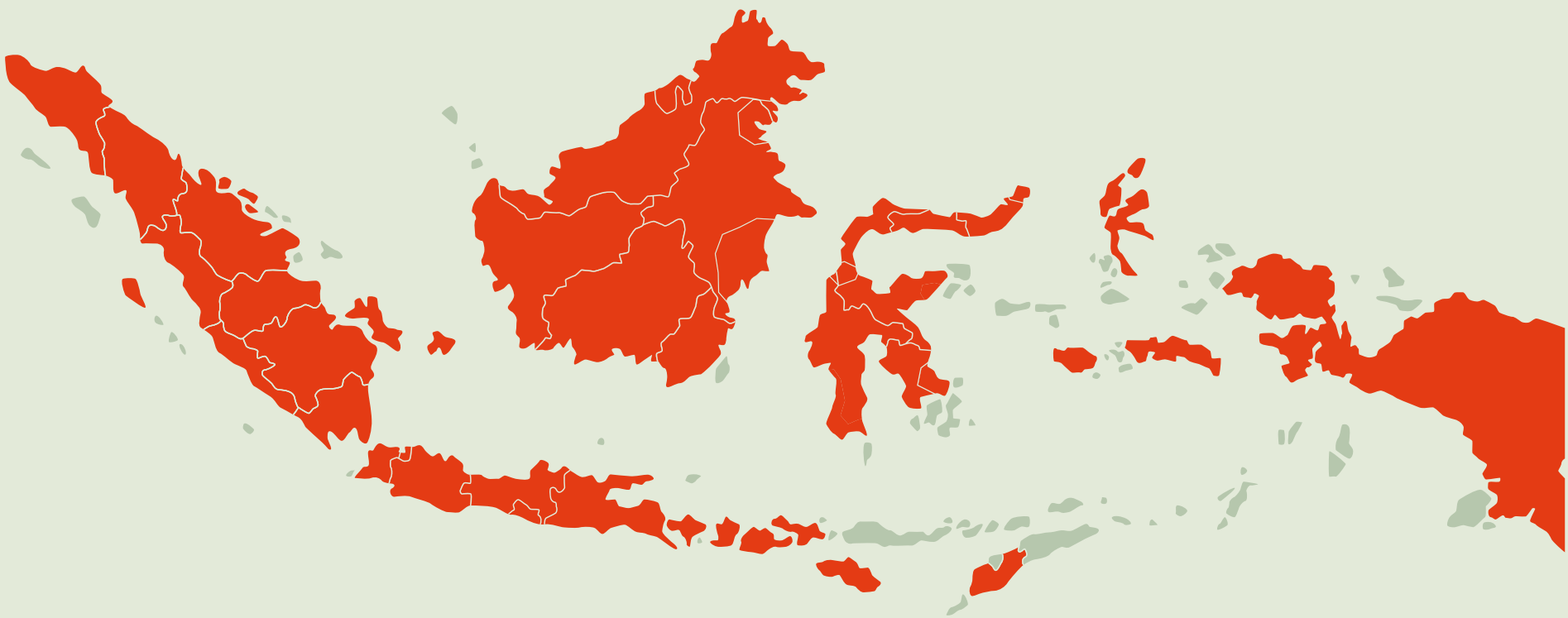
Since 2015, EIGER has focused on providing products for outdoor activities in tropical climate, which now becomes EIGER’s tagline, “Tropical Adventure”. This is reflected in three EIGER product categories, namely Mountaineering, Riding, and Eiger 1989 (Lifestyle).

Currently, EIGER is available in 137 districts/cities across Indonesia with a total of 237 stores and has strengthened its online presence with www.eigeradventure.com or EIGER's official website and e-commerce page.

Company Profile:

Name of Organization : PT Eigerindo Multi Produk Industri
Business Format : Limited Liability Company
Ownership : Private
Location of Head Quater : Jl. Raya Terusan Kopo Km 11,5No. 127A, Pangauban, Kec Ketapang, Kab. Bandung, Jawa Barat, Indonesia

(GRI 2-1)

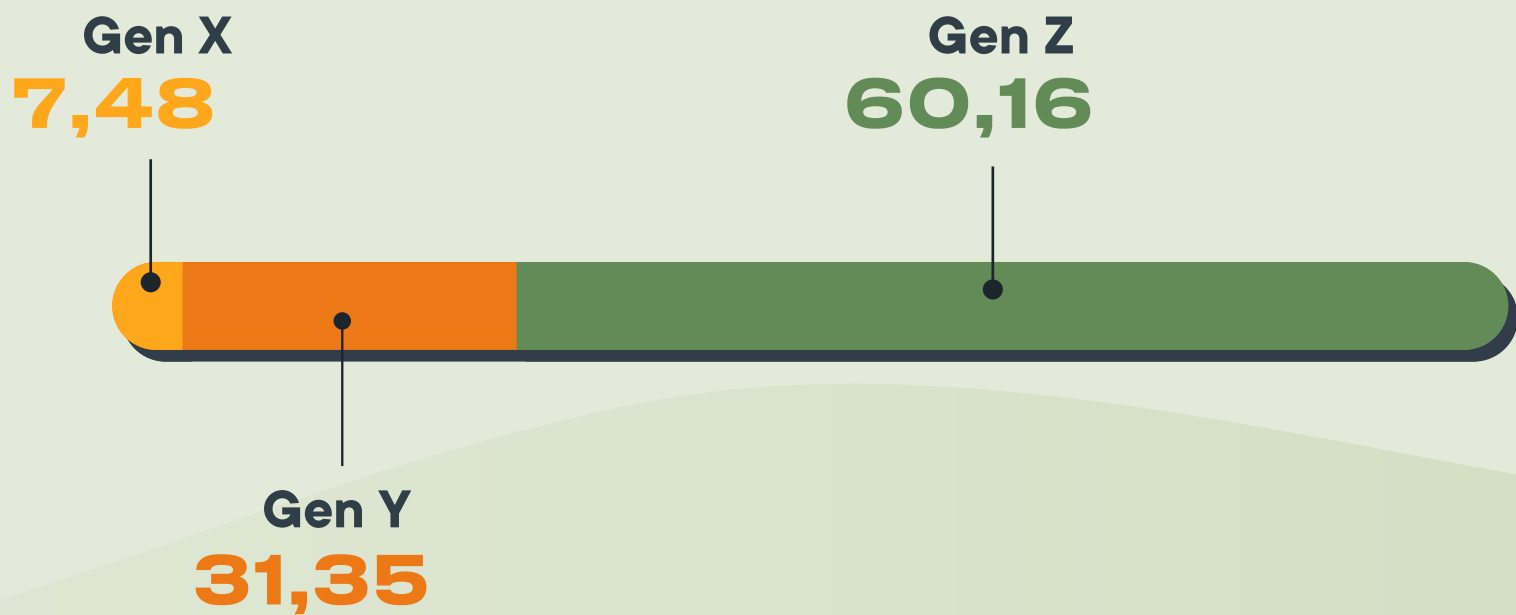


Markets Served:

EIGER store distribution area

■ 217 stores located in 37 Regencies and Cities

By Generation



By Gender

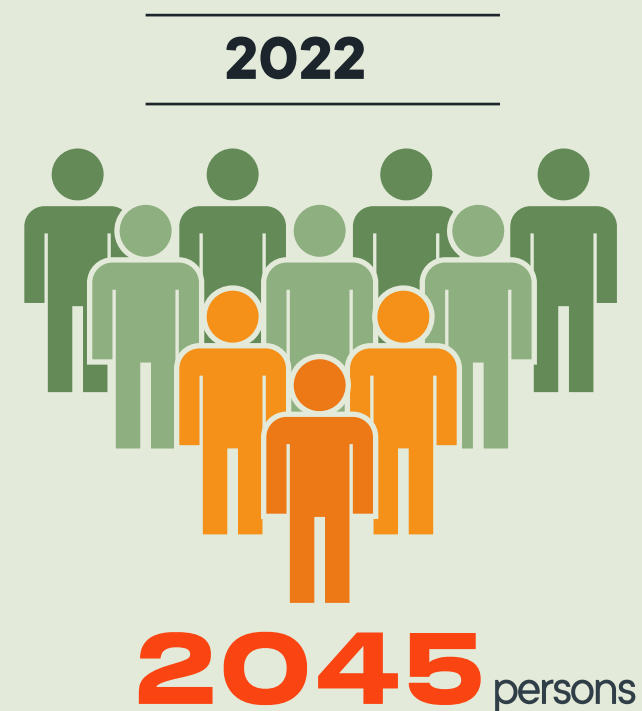
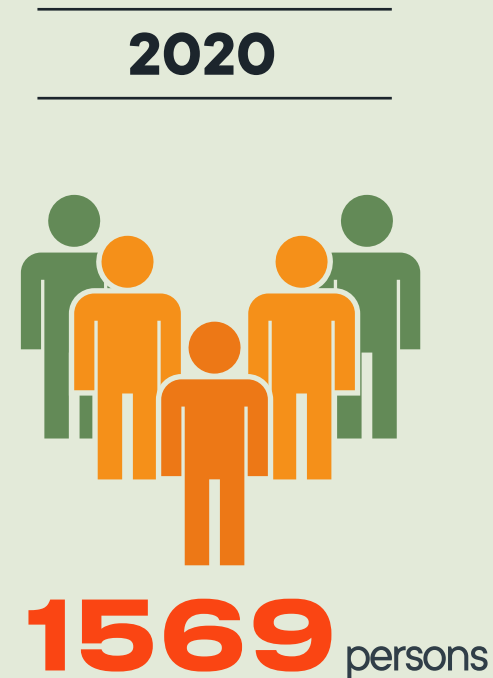


(GRI 2-6)

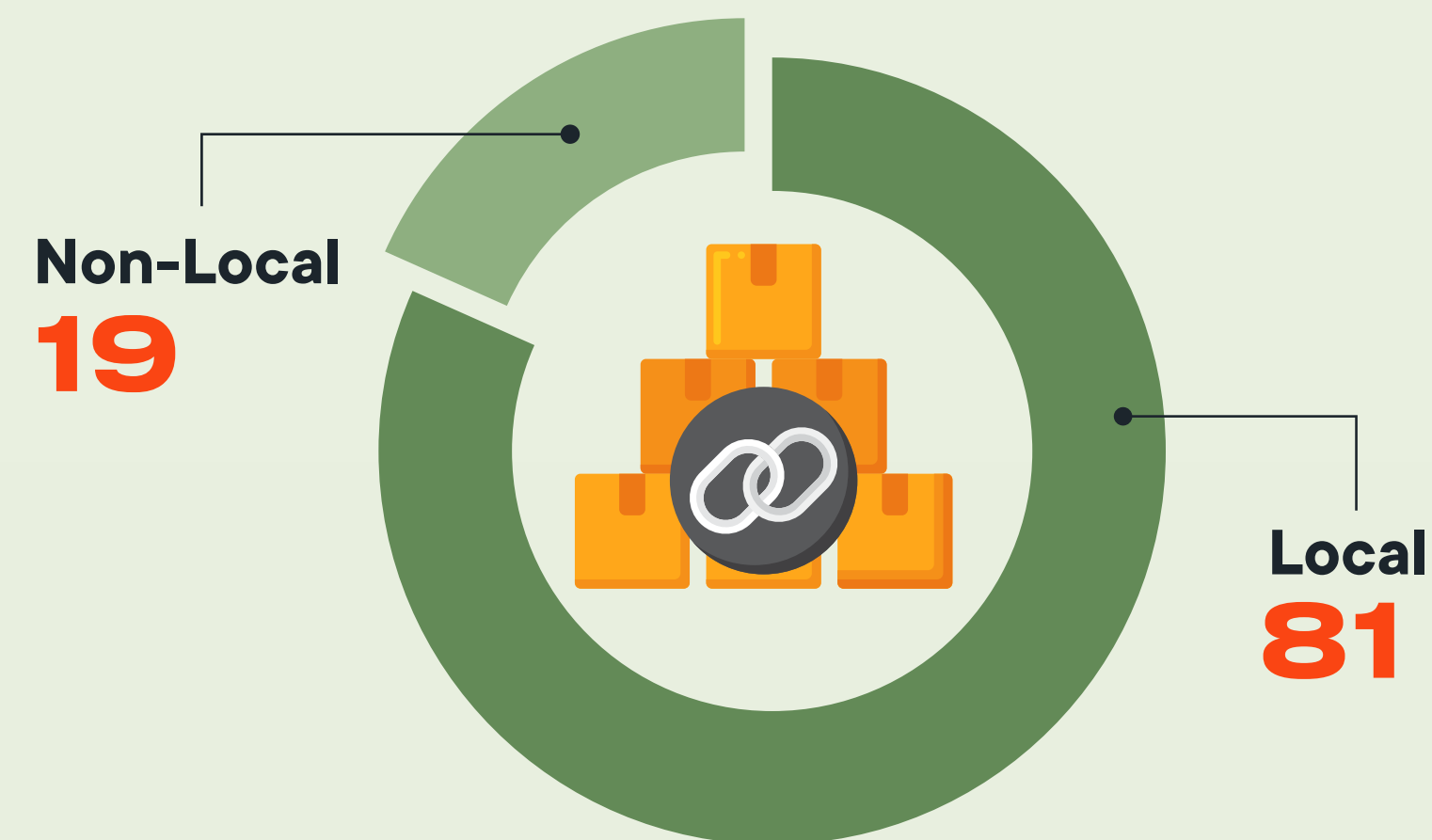


Scale of Organization

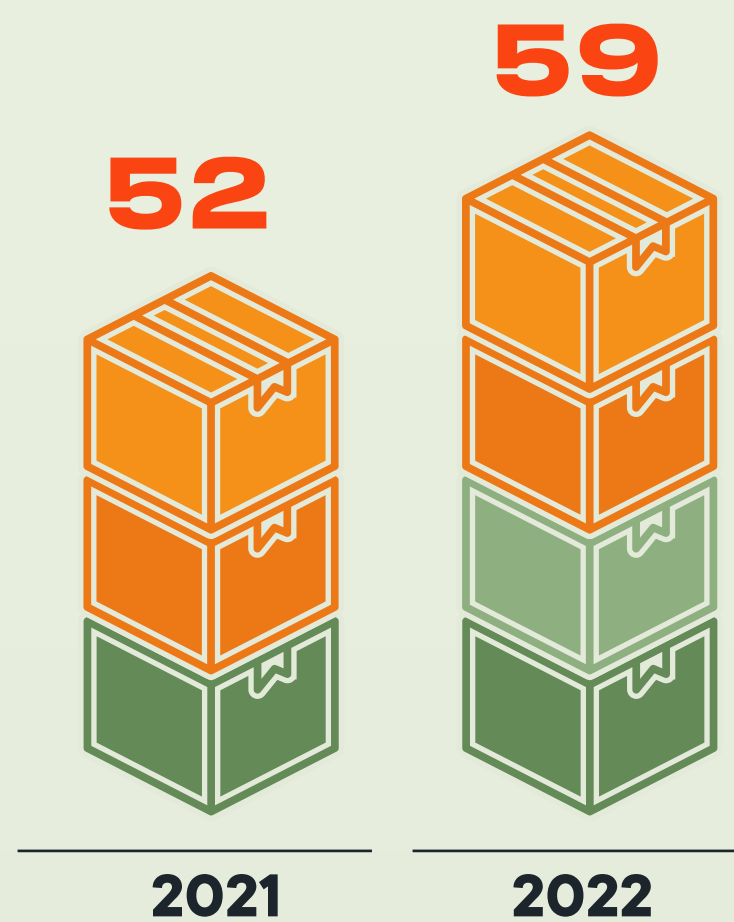
Number of Employees:



Product Percentage



Percentage of Local Suppliers



Percentage Increase:

↑ **12**

Number of Product

2020
7.725.996



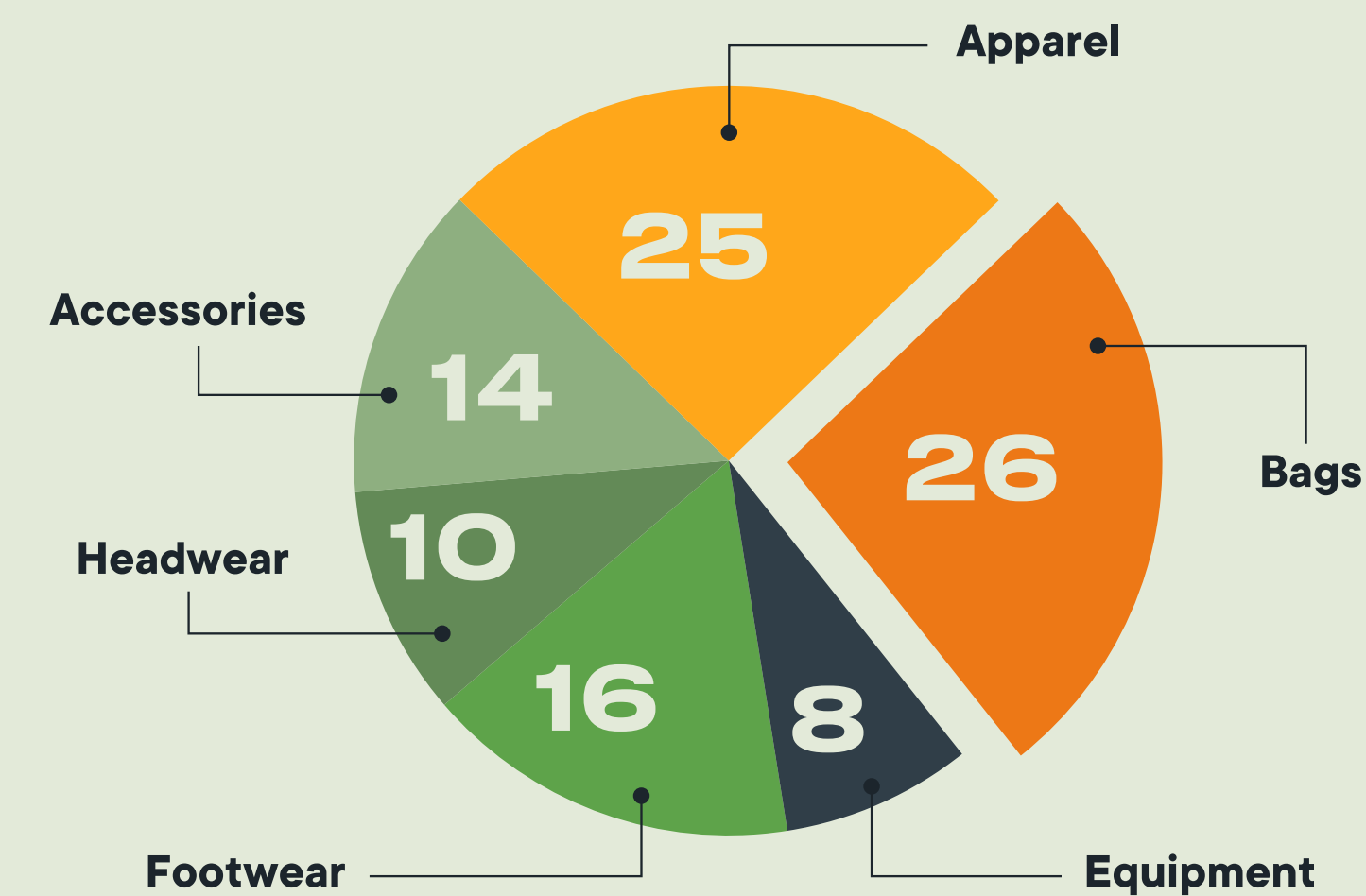
2021
7.802.595



2022
8.735.795



Pie Graph of Products (in %):





Assembling the Chain of Value

The Company is committed to carrying out holistic sustainability, and this commitment is **implemented by the Company with responsibility in every stage, starting from upstream business processes, to consumers.** At every stage of the business process, we identify issues and negative and positive impacts on the economy, environment and social, and also make efforts to continuously reduce the risks and negative impacts of our activities and decisions.

The following is an overview of the Company's Business Process from upstream to downstream:



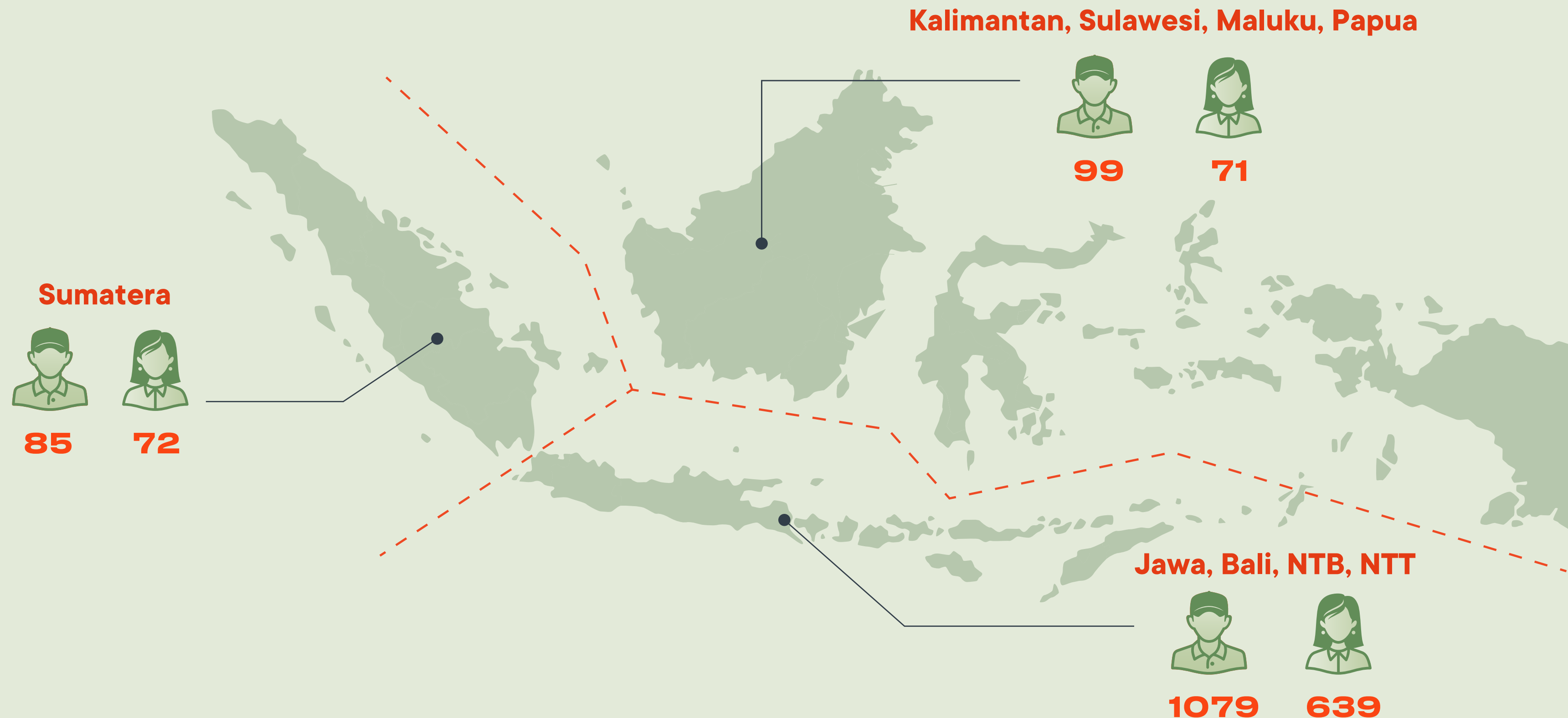
(GRI 2-6)



Those who craft sustainability

The workforce at our Company as per December 31, 2022 totaled 2,045 people. **This number increased by 21% compared to the previous year.** The increase was due to operational needs, including the construction of a new warehouse located in Kalijati, Subang and the increase in the number of outlets in line with the increasing market demand and Company's expansion. The Company's employees consist of permanent employees, contract workers and freelancers as illustrated below.

The company's employees consist of permanent and contract employees as illustrated below. The company's employees consist of permanent and contract employees as illustrated below:



Stitching Together for a Better Future

EIGER aims to weave a journey towards a better future together with its stakeholders, both through the Company's presence in the community, and also through the products that have become part of the lifestyle, especially for outdoor enthusiasts.

The journey that EIGER embarks on is not intended as a solitary one, but one that is taken together with our stakeholders. Things that are expected from us, our products and services as well as feedbacks and criticisms from our stakeholders are important and will guide us in making the right decisions every step of the way that are in line with the spirit of a better future.



We have mapped out the relevant stakeholders, with reference to the standard of Accountability AA1000AS, namely:

(Stakeholders)	(Basis of Determination)
Consumer	D - R - I - P
Employee	D - R - T - I - P
Government and Regulator	R - T - I - DP
Suppliers	D - R - I - P
Media	T - I - DP
NGO and Society	D - R - T - I - P
Partner	D - R - I - P

- Dependency (D)

Responsibility (R)

Tension (T)

Influence (I)

Diverse Perspective (DP)

Proximity (P)
- : The existence of EIGER dependence on a person or an organization or vice versa

: Having a legal, commercial or ethical responsibility to a person or an organization.

: A person or an organization has influence over EIGER regarding certain economic, social or environmental issues.

: A person or an organization influences EIGER or the strategies or policies of other stakeholders.

: A person or an organization has different views that can influence a situation and prompt action where there was none before.

: A person or an organization has geographic and operational proximity to EIGER.

We understand that each and every stakeholder has their own role to play. To embark on the journey of building a better future together, we share the role of instilling sustainability values together with our stakeholders. To forge a closer relationship with employees as one of our internal stakeholders, we rolls out yearly event such as “Town Hall”, which was implemented for 2022 on August 17 via online media. The objective of this event is to establish communication between management and employees where all employees can submit their questions and feedback. At the event, the Company also carried out socialization of the "SHARE" culture, which stands for Servanthood, Harmony, Agile Respect and Empowerment.

Another event of building close relationships with employees is realized in the "FeSHIFTval" activity, which is one form of communication channels for the socialization of the Company's strategy in 2022. The event was held in a unique format where each division presented its business strategy based on the concept of "SHIFT", namely Sustainability, Human Experience, Integrated Experiential Commerce, Financial Soundness and Technology and Data Driven Process.
(GRI 2-29)

Through our "EIGER Sustainability Supply Chain" (ESSC) program, we encourage our suppliers to adopt sustainable practices step by step. We run educational programs by conducting trainings on sustainability, organizing joint learning sessions and sharing good practices, all with the aim to improve our suppliers' sustainability performance. ESSC built the Sustainable Minimum Requirement Tools, where we conduct Due Diligence (due diligence; thorough investigation of the company's performance) on a regular basis to suppliers. To motivate them, an award program is created to appreciate their sustainability performance. This program is part of the processes of how we maintain close relationships with suppliers in the context of building sustainability together.
(GRI 2-23) (GRI 2-29)





Consumers and communities are important stakeholders for EIGER. Together with consumers and communities, EIGER carries out and reverberates shared influence to move towards sustainability. To continue to walk together with the community, in 1998 EIGER established the **EIGER Adventure Service Team (EAST)**, EIGER's team of experts and senior adventurers in Indonesia. Through EAST's activities, the Company educates consumers on responsible adventure activities for the environment and society and spreads inspiration of eco-friendly lifestyle.



“Sumpah Pemuda Expedition”, Mount Ciremai, 2021

The followings are several of EAST’s programs in 2022:

Name of Event	Climb and Plant Orchid with Kang Bongkeng	Women Jungle Survival Course (WJSC)	EIGER Independent Sport Climbing Competition (EISCC)	Mountain Jungle Course (MJC)
Date of Event	19 - 20 March 2022	18 - 23 July 2022	13 - 17 August 2022	22 Sept. 2 October 2022
Location of Event	Gn. Kembang area, Wonosobo	Gn. Cakrabuana area, Tasikmalaya	EASF Sumatera	Gn. Ciremai area, Kuningan
Number of Participants	100 participants	50 participants	150 participants	60 participants
Objective	The Adopt a Mountain program is a form of EIGER's concern for the management of mountain climbing, with the aim of providing safety & comfort in climbing activities, while also creating a clean and waste-free climbing area.	Improve the skills, knowledge and attitudes as well as independence of female adventurers in outdoor activities. Build camaraderie among participants and the environment.	Re-energize the EISCC as an official national championship. Improve the achievements of national rock climbing athletes. Developing superior seeds through Spider Kids competition.	Improve the skills, knowledge and attitudes as well as independence of participants in outdoor activities. Foster an interest in expeditions in young adventurers.

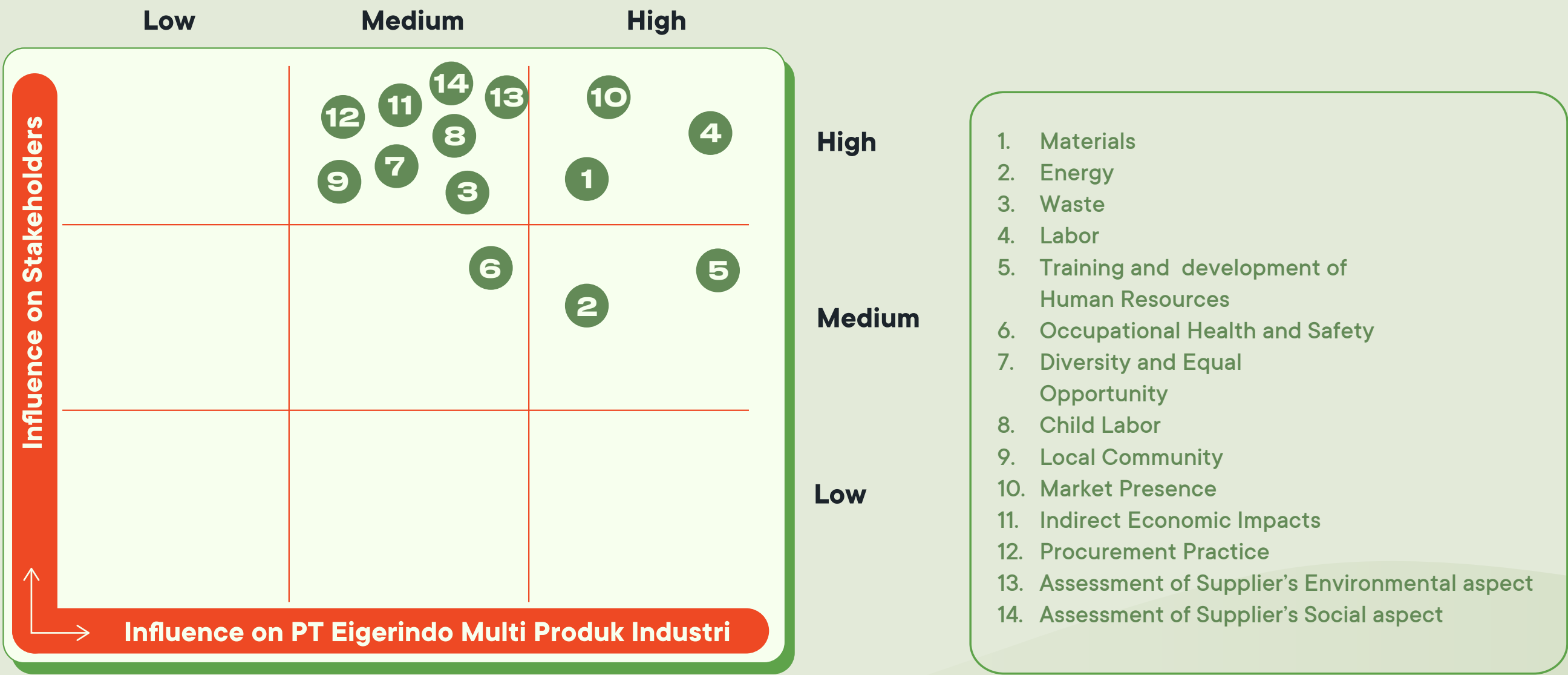
(GRI 2-29)

The Process of Establishing Report Content

The process of determining the content of the EIGER ESG Report 2022 was carried out through several stages starting from internal discussions by all levels of management.

There were four stages of the process, as follows:

(GRI 3-1)



(GRI 3-2)

Material Topics

The topic boundaries describe the impact and influence of each material topic on stakeholders, both internal and external. These material topics are outlined based on the results of previous internal meetings on the subjects. Meanwhile, the determination of the report content is based on the principles of stakeholder inclusiveness, materiality, sustainability context, and completeness.

As described in the GRI Standards, the material topics in this report are those prioritized by us for inclusion in the report, where the impacts used for prioritization fall under the environmental, social and governance pillars.

In 2022, there are additions to the material topics from the previous year, namely Waste disclosure, Occupational Health and Safety, Child labor, Local community, Supplier environmental and social aspect assessment. EIGER has identified the prioritization of each of these topics which is illustrated below.

(GRI 2-4) (GRI 3-2)

Material Topic and Boundaries

Impact limitation									
No.	Material Topics	Why is this topic important?	Internals	Government	Shareholders	Customer	Partners	Public	Supplier
LINGKUNGAN ENVIRONMENT									
1	MATERIAL 301	Sustainable products are one of the goals of reducing the negative impact of production by reducing non-renewable materials	✓			✓	✓		✓
2	ENERGY 302	Reducing energy consumption in every business process is a sustainability goal to reduce the resulting carbon footprint as well as operational cost efficiency	✓	✓	✓				✓
3	Waste 306	Being responsible is important for the biggest types of waste-generating companies	✓	✓	✓		✓		✓
SOCIAL									
4	EMPLOYMENT 401	Employees are an important asset that determines the progress of the company	✓	✓	✓			✓	
5	OCCUPATIONAL HEALTH & SAFETY 403	Occupational health and safety are important for companies, especially in supply chains that involve many employees who work manually and are exposed to chemicals	✓	✓	✓	✓	✓	✓	✓
6	HR TRAINING & DEVELOPMENT 404	Employees are the main asset that needs to be continuously developed and ensure business continuity	✓	✓		✓		✓	✓
7	DIVERSITY & EQUAL OPPORTUNITY 405	The company tries to provide equal opportunity to everyone	✓	✓				✓	
8	CHILD LABOR 408	The company makes full efforts to comply with applicable regulations and set a good example for suppliers	✓	✓	✓	✓		✓	✓
9	LOCAL COMMUNITY 413	Initiatives to the community including to customers, are part of corporate social responsibility	✓	✓	✓	✓	✓	✓	✓
10	MARKET EXISTENCE 202	Regulatory compliance enhances competitiveness	✓	✓		✓	✓	✓	✓
11	INDIRECT ECONOMIC IMPACT 203	The existence of the company provides added value economically	✓	✓	✓	✓		✓	✓
GOVERNANCE									
12	PROCUREMENT PRACTICE 204	The company seeks to increase local supply to increase the economy	✓	✓	✓	✓	✓	✓	✓
13	ASSESMENT OF ENVIRONMENTAL ASPECTS 308	The company seeks to reduce the impact of risk by ensuring that suppliers carry out sustainable practices in reducing environmental impact	✓	✓	✓	✓	✓	✓	✓
14	ASSESMENT OF SOCIAL ASPECTS OF SUPPLIERS 414	The company seeks to reduce risk by ensuring that suppliers carry out socially sustainable practices	✓	✓	✓	✓	✓	✓	✓

Stitching a Culture of Sustainability

Throughout 2022, our hope of realizing responsible business for a better future is gradually materialized through our efforts of crafting a culture of sustainability. We continue to embed sustainability values into the mindset and work attitude of the entire workforce associated with the Company. The Company's vision, mission and values continue to be echoed at every opportunity and activity of the Company, so that it can penetrate into a culture that reflects the spirit of the company to create

The followings are the Company’s Vision, Mission & Values:

Vision

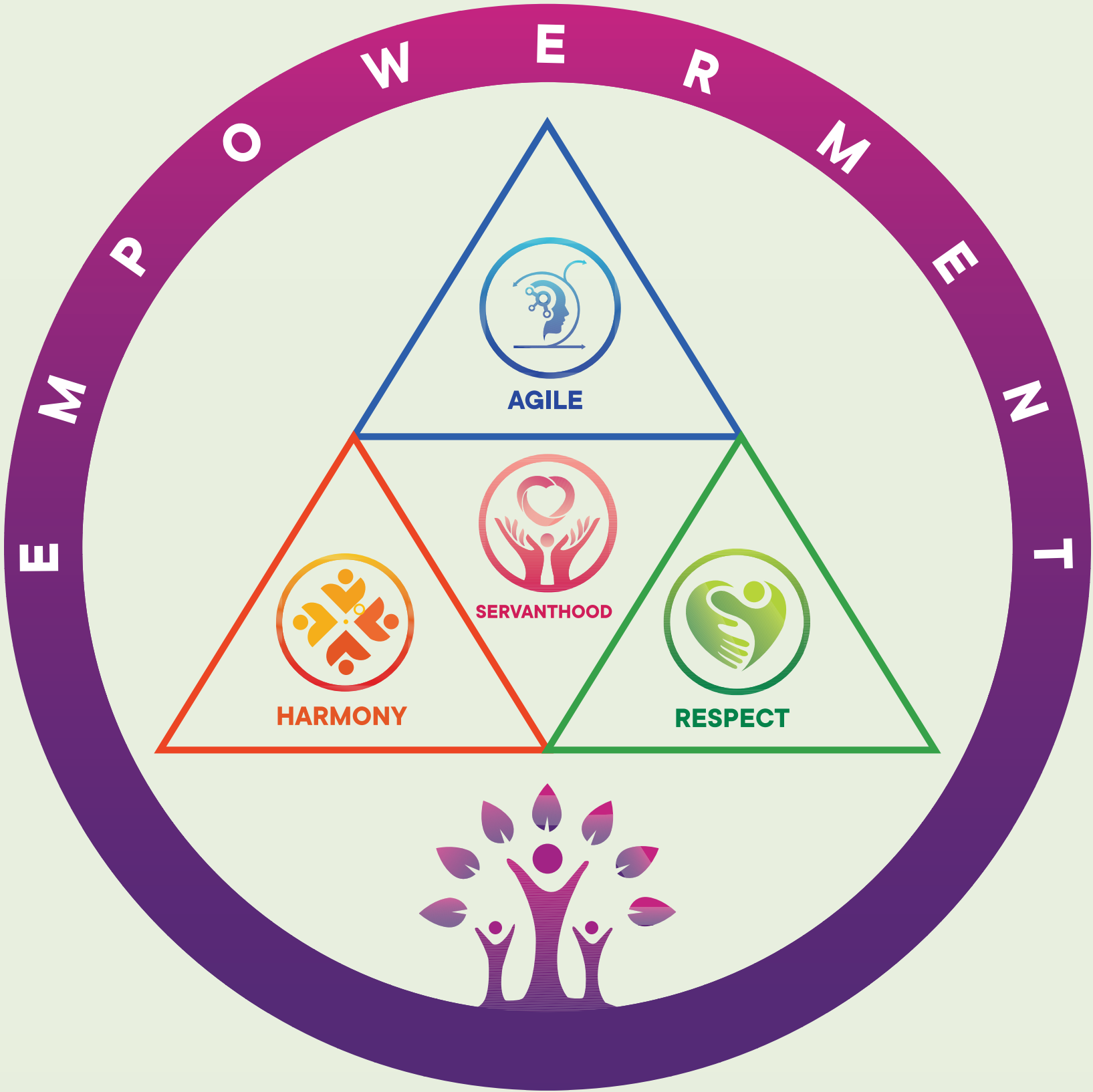
To be a blessing company in lifestyle business

Mission

With the spirit of sustainability,
we provide experiential
customer satisfaction in lifestyle Businesses

(GRI 2-22)

VALUES



SERVANTHOOD

- How We Bless People
(Self Awareness - Self Control - Sincerity)

AGILE

- How We Improve
(Creative - Continuous Learning - Continuous Innovation)

HARMONY

- How We Do the Process
(Trust - Openness - Synergy)

RESPECT

- How We treat Others
(Person - Purpose - Planet)

EMPOWERMENT

- How We Multiply
(Concern - Coaching & Develop - Create Leaders)

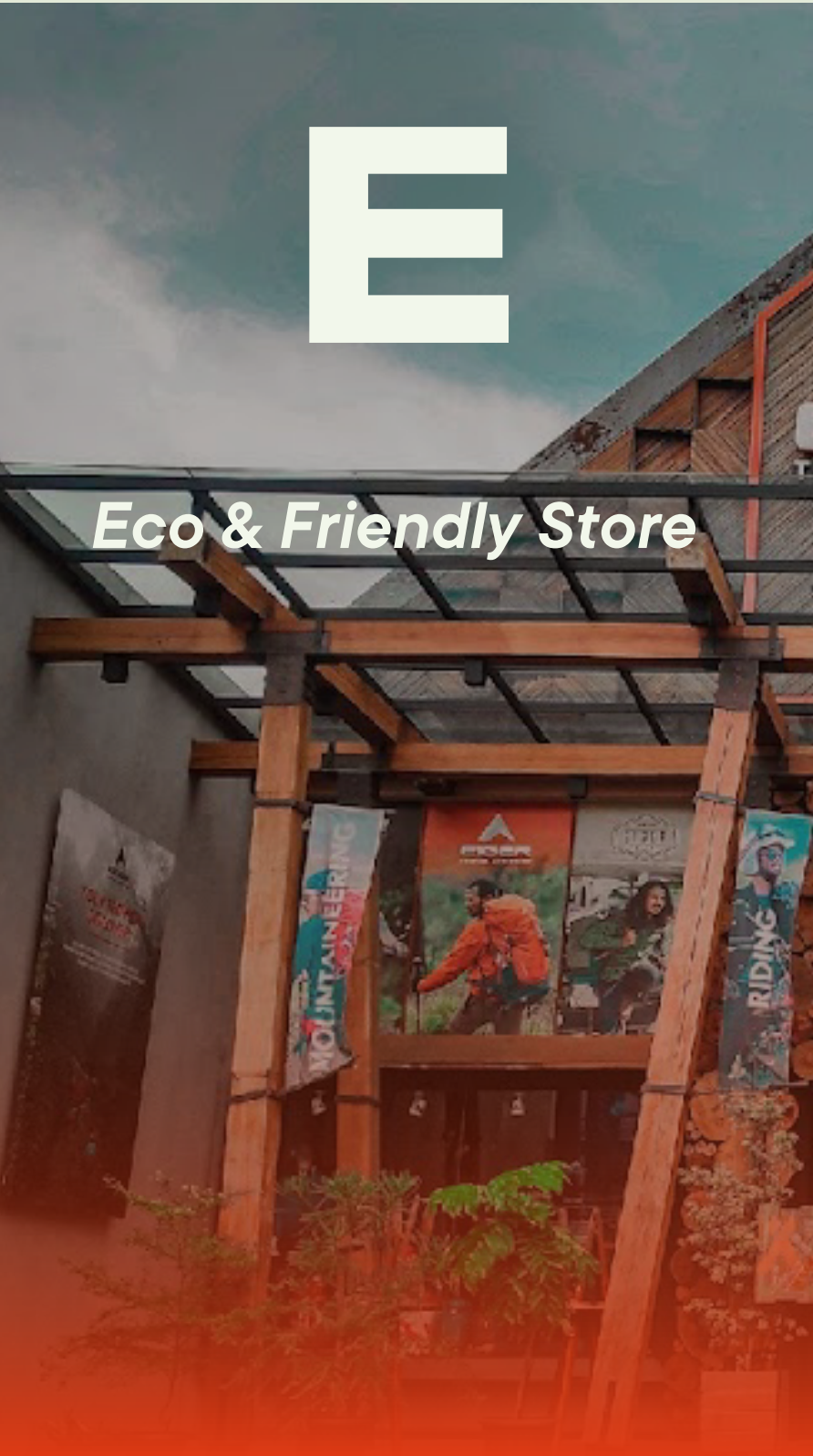
Stitching a Sustainability Strategy

The EIGER ESG Road Map towards sustainable business has been developed by the Company since 2021. The roadmap is drawn based on an analysis of the impacts of the Company's operational decisions and activities and their relationship to society and the environment. The roadmap also reinforces the Company's social responsibility and philanthropic initiatives that have

been carried out throughout the Company's existence. Fully supported by the commitment of the Company's leadership, ensuring that the roadmap stay in line with the Sustainable Development Goals (SDGs) and with the efforts to develop sustainable business practices. The roadmap that has been created, continues to be treaded with steps that are assembled towards sustainable business and businesses that support the Sustainable Development Goals.

(GRI 2-23)

There are five pillars in EIGER's Sustainability Strategy, each of which covers programs and activities that will begin to be implemented in 2022. The five pillars are:





The Company's Sustainability Strategy has also been mapped out to support the SDGs Agenda, which has been designed in a participatory manner and endorsed by 193 countries world wide, including Indonesia on September 25, 2015. Through the Sustainability Strategy and Actions, the Company seeks **to contribute to the achievement of the SDGs which aim to end poverty, reduce inequality and protect the environment**. EIGER's Sustainability Pillars are mapped to support the achievement of SDGs on several goals and indicators. There are 11 goals and 31 indicators associated with the EIGER Sustainability pillars.

(GRI 2-22)

Eco & Friendly Store



Our commitment to sustainability is clearly showcased in our stores and offices that adhere to Green Building principles. The aim of this strategy is to support and at the same time inspire our customers and other stakeholders in accordance with sustainability principles. Ultimately, EIGER's brand value, specific market niche, and Sustainability Advantage are achieved.

In 2022 we built the Eco & Friendly Store & Office (EFSO) Score Card, a tool to assess the sustainability score of each of our stores. By the end of 2022; we have carried out assessment of 11 of our flagstores and came out with Platinum (Excellent) score at 2 stores and the rest with Gold (Good) or above average scores. In 2023 the EFSO Score Card will be applied to all our flagstores spread across 40 stores/19 provinces.

(GRI 2-23)

STORE	REPORT ASSESSMENT	CRITERIA SCORE
ST EG OL Palembang	66	Gold
ST EG Andi Djemma	62	Gold
ST EG OL Jatinangor	78	Platinum
ST EG OL Sumatra	66	Gold
ST EG OL Sunset Road Seminyak	70	Gold
ST EG OL Depok	74	Gold
ST EG OL Malang	67	Gold
ST EG Tmblg Semarang II	63	Gold
ST EG OL Radio Dalam	80	Platinum
ST EG OL Medan	63	Gold
ST EG OL Yogyakarta	65	Gold



Upcycle Project, EIGER Green



Innovative & Sustainable Production & Consumption

We want the products that our customers buy to be made according to good practice, from design to eventually waste. These good practices also include how we build a **Sustainable Supply Chain**, ensuring progress in use of raw materials sourced from environmentally friendly materials, produced in a way that benefits and promotes Human Rights with its diversity, as well as involving all parties and reducing waste from defective products.

We have also conducted Due Diligence on our suppliers to assess their sustainability performance and continue to encourage them to adopt sustainable practices through training and learning sessions. During Due Diligence, we conduct an assessment based on Sustainability Minimum Requirement Performance, and prepare a reward system for suppliers who have good sustainability performance or progress. This effort is one of the approaches we have taken so that suppliers can also walk along with us in building sustainable business practices.

(GRI 2-22)



Good Corporate Governance

We continuously strive for good and transparent corporate governance that takes into account stakeholder expectations. We also prioritize diversity and strive to engage all parties, and provide fair opportunities for all. Employee rights, including safety, are always taken into account in every Company's decision. Ultimately, we hope that EIGER will continue to grow and expand into international markets.

(GRI 2-23)



In 2022, we have gradually started to improve the design of the products we sell with eco-friendly materials. We have The Innovation Lab where we design products that contain eco-friendly materials and upcycle used materials or defective products into new products that have artistic and economic value.



Empower & Educate People

After having provided many philanthropic programs, we now want to direct our social activities towards community building, so that we can give back to people and the environment. One of the stakeholders in our business, the consumer, is also the target of our efforts to educate them on sustainable lifestyles.

In the "Adopt a Mountain" program, EIGER seeks to fulfill its social responsibility to share the value of sustainability with its customers. The Pilot Project of this program began in Mount Kembang, Wonosobo, Central Java in 2021 and will continue to be implemented and is expected to generate benefit in 2022.

This program has succeeded in increasing the Mount Kembang's climbing tourist destination owing to the "Zero Waste Mountain" program. This program has also been evaluated using the Social Return on Investment method with an SROI value of 4.21, which means that every 1 Rupiah invested produces benefits worth 4.21 Rupiah. This Pilot Project will continue to be developed in accordance with the results of recommendations from monitoring and evaluation that have been carried out in December 2022. (GRI 2-23) (GRI 2-29)



Responsible Shipping & Warehousing

As a retail company, we recognize that we contribute a significant amount of greenhouse gas emissions. This amount comes from the carbon footprint generated along our supply chains. In addition, we also consume electricity in our warehouses. Therefore, we endeavor to account for, manage and undertake initiatives to reduce them over time. We also rethink how to package and ship our products so as not to add to the waste. (GRI 2-23)



The initiatives throughout 2022 are carried out according to the work program that is the responsibility of each section and has been outlined in the Target and assessed in the Key Performance Indicator (KPI) in the organizational structure. The sustainability work program is the implementation of the roadmap that we have drawn up in line with the Company's vision, mission and values. (GRI 2-24)

Stitching a Better Future through Good Governance



Our commitment to good corporate governance is implemented through measures to promote and manage **Good Corporate Governance (GCG)**. This step is an important part of our culture and values, to be adopted by all employees at all levels of the organization. In 2022, we have developed a Code of Conduct as a complement to the systems and infrastructure that support the implementation of GCG principles.

Corporate governance is also described in the main organs of the Company which consist of the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors/CEO, with the highest main organ in the Company is the General Meeting of Shareholders. The Board of Commissioners and the Board of Directors/CEO are responsible to the GSM, as stipulated in Law No. 40 of 2007 on Limited Liability Companies.

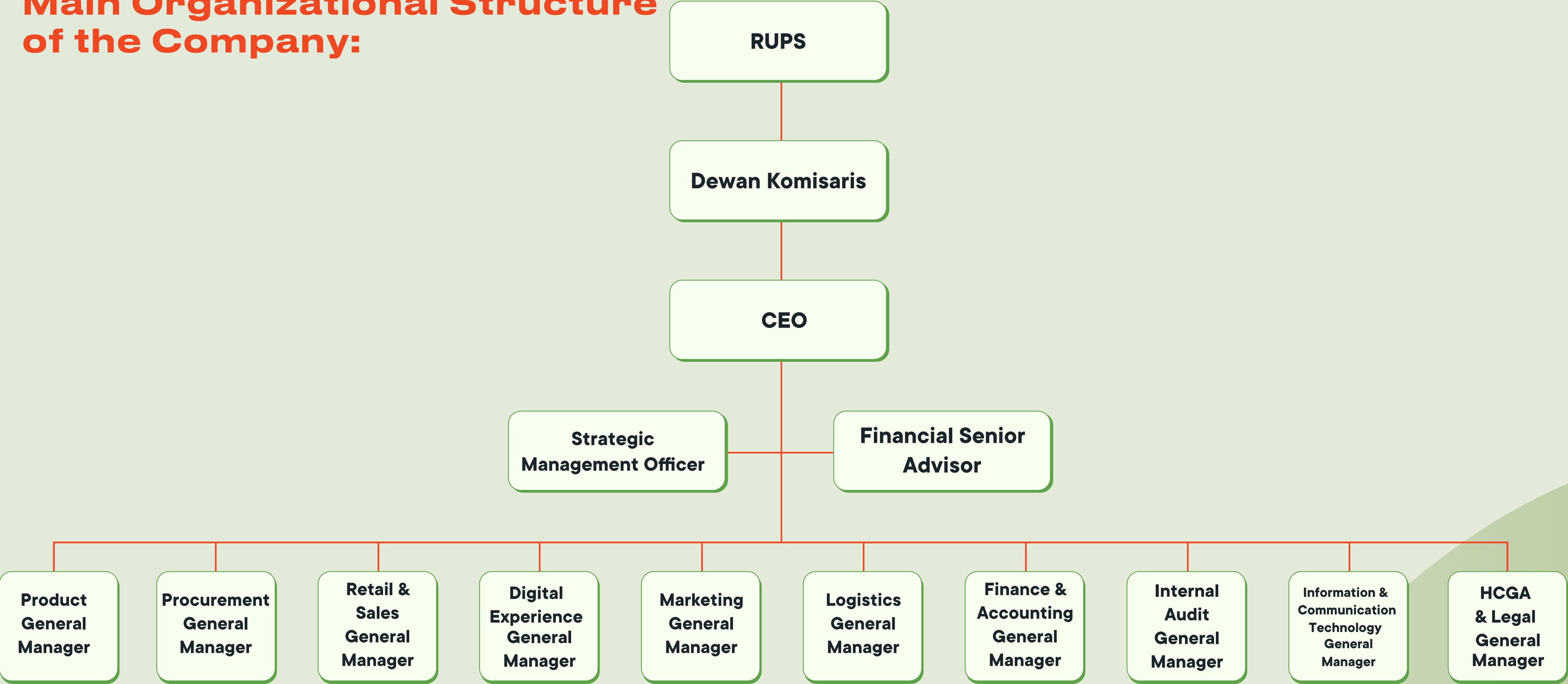
The General Meeting of Shareholders (GMS) is the highest organ in the governance structure and functions as a forum for shareholders to approve and ratify important matters regarding the interests of the Company, in accordance with the provisions in the Articles of Association and prevailing laws and regulations. The Company

conducts GSM at least once a year.

The Board of Commissioners is responsible for providing advice and supervision to the Board of Directors/CEO in their duties of formulating strategies and managing the Company, including in implementing GCG principles in the Company. The Board of Commissioners is appointed by the Shareholders through the GSM mechanism with a term of office in accordance with the provisions in the Articles of Association of the Company.

The Board of Directors/CEO has the duty and responsibility to run the day-to-day operations of the Company in line with the Company's objectives. The main task of the Board of Directors/CEO is to plan and direct long-term corporate strategies through management of policies, customer satisfaction, conducive organizational climate in accordance with the Company's vision, mission and values in an effort to produce local and international products, and to achieve sustainable net profit growth targets. **(GRI 2-14)**

The following is the Main Organizational Structure of the Company:



Policies on Occupational Health and Safety

The Company is committed to keeping up a safe and healthy working environment for all employees and visitors to the facility, in accordance with the Occupational Health and Safety (OHS) Policy and Government Regulation No. 50 Year 2012 on the Implementation of Occupational Safety and Health Management System, which regulates Indonesia's national OHS standards. The implementation of OHS is carried out to minimize the potential for work accidents and occupational diseases. (GRI 403-1)

Our efforts in terms of preventing work accidents are implemented in continuous efforts to identify potential work-related hazards, both in terms of ergonomics, work-related accidents, accidents due to machinery and equipment, to potential disasters and other emergency responses.

We have issued several OHS-related policies in order to prevent and reduce potential hazards in the work environment. Employees can report hazardous situations to the Health Safety and Environment (HSE) Department, and will be followed up by the HSE Team in anticipating or eliminating the situation. After receiving the report, the HSE Team will review the report, as well as evaluate and provide policies related to the hazardous situation.

In the case of a work accident befalls to an employee, it must be immediately reported to the HSE Team, then an investigation will be carried out regarding the work accident and an evaluation will (GRI 403-2)

be carried out so that the work accident does not recur. We established the Occupational Safety and Health Committee (P2K3) as a forum for OHS consultation, consisting of workforce representatives from each Division. P2K3 jointly deliberates general OHS issues in the workplace at large, plans, implements and monitors the OHS programs that have been made. (GRI 403-4)

The Company's commitment to organizing the OHS system includes providing special training in the form of certification from the Ministry of Labor to employees who often carry out hazardous activities. Such as working at heights, working with high voltage, working with heavy equipment such as forklifts, and also training of First Aid for Accidents (P3K). (GRI 403-5)

Socialization is carried out to all employees in the form of videos, posters distributed through social media, email and artifacts. In addition, fire and natural disaster simulations are carried out as an effort to increase awareness and prevent casualties. (GRI 403-6)

The company is committed to preserving employees' health by registering all employees to the BPJS Health and BPJS Employment program in accordance with applicable provisions of the Law of Manpower.

In order to prevent and minimize the impact, we provide several facilities and infrastructure, such as first aid kits, fire extinguishers (APAR) and, emergency exits according to procedures. (GRI 403-7)(GRI 403-8)



Number of fatalities as a result of work accidents	0
Number of hours worked:	4.156.000
Fatality rate as a result of work accidents	0
Work accident rate with high consequences (excluding fatalities)	0
Number of hours worked	4.156.000
Number of work accidents with high consequences (excluding fatalities)	0
Work accident rate that can be recorded	2
Number of hours worked	4.156.000
The number of work accidents that can be recorded	0,48

In 2022, there were 2 work accidents out of the total working hours, but the work accidents that occurred did not cause fatalities and did not rated as accident with high consequences. We continue to minimize the incidence of work accidents and occupational diseases through the implementation of strategies and initiatives and the promotion and implementation of an OHS culture.



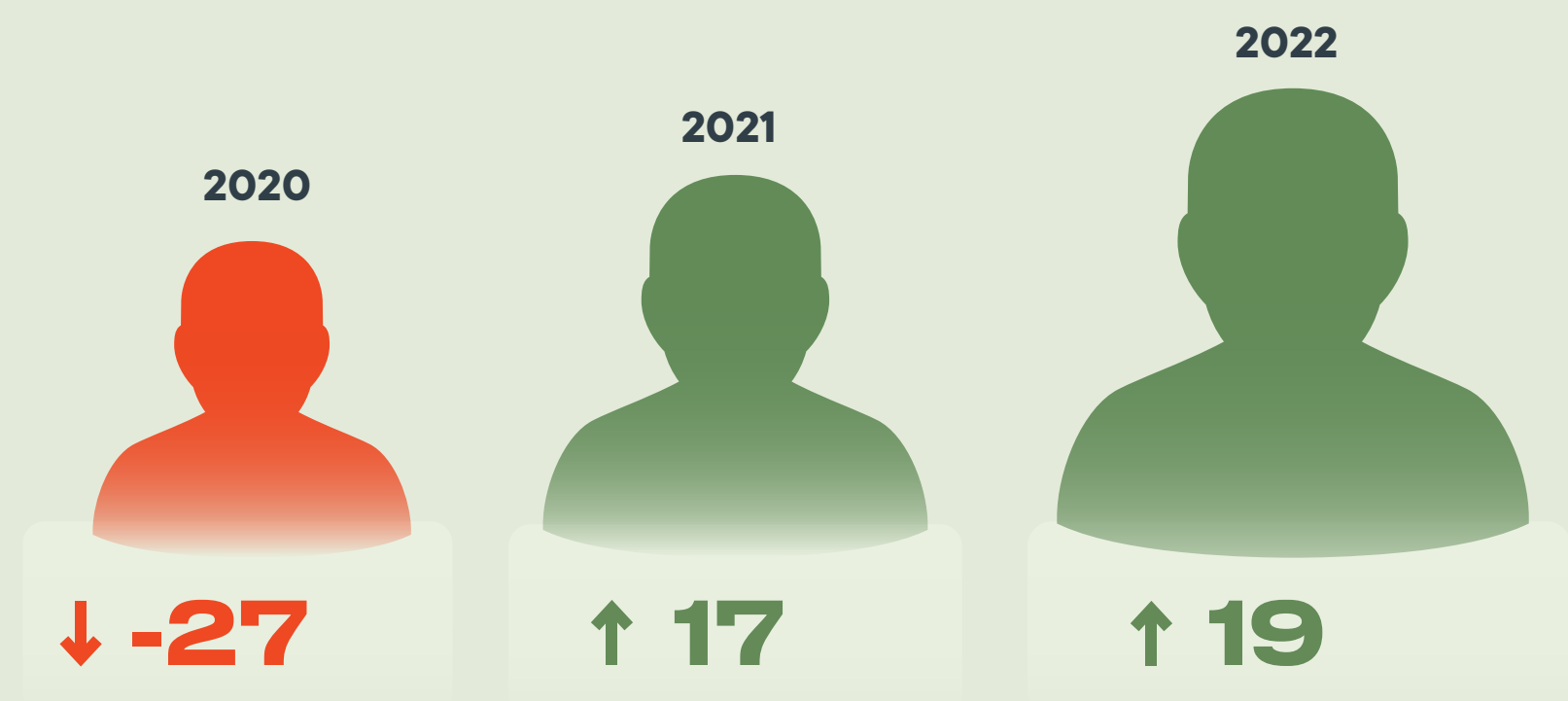
Policy of No-Child Labor

The Company has a policy to avoid direct or indirect involvement in activities or activities that violate human rights such as human trafficking, child labor, and labor smuggling. In line with PT Eigerindo's Code of Conduct, we strictly prohibit child labor and forced labor. All our employees are at least 18 years old at the time of recruitment in accordance with the minimum age for employment as stipulated in the labor regulations and also outlined in the Company Regulations article 4 regarding recruitment requirements. In addition, the prohibition of child labor and forced labor is also stated in the Sustainability Minimum Requirement applied to suppliers. (GRI 408-1)

Stitching Change in the Social Sphere

The Frontline of Sustainability

Employees are important stakeholders of the Company, as the frontline that also determines the Company's business progress, or lack of it. The larger the workforce recruited by the Company, the more chance that the Company will be able to increase production, reduce workload, increase creativity and innovation, increase diversity and also strengthen the Company's image. On the other hand, these efforts may also bear the risk of increasing need for effective Human Resource (HR) management. For society, an increase in the number of employees will have a positive impact in job creation and the improvement of the economy.



We have a total of 2,045 employees spread across 21 provinces in Indonesia. During the Covid-19 pandemic in 2020, the number of our employees decreased by -27% due to the economic downturn during the pandemic. Then in 2021, the number of employees increased by 17%. Up to end of 2022, the number of our employees increased again by 25% in accordance with the Company's development needs.

The increase in the number of workforce was due to the increase in the number of outlets in line with the increasing market demand and Company's expansion. The increase also occurred due to business process



EIGERINDO MPI Head Office, Katapang



Table: New Workforce in 2022



“FESHIFTVAL”, 2022

Workforce	By Gender		By Age Groups			By Position	
	Female	Male	<30 years	30 - 50 years	>50 years	Head Office	Store
2020	159	390	200	335	14	549	
	477	543	970	50	0		1020
Total	636	933	1170	385	14	1569	
Percentage	41%	59%	74,5%	24,5%	1%		
2021	176	462	230	381	27	638	
	526	657	1146	37	0		1183
Total	702	1119	1376	418	27	1821	
Percentage	39%	61%	75%	23%	2%		
2022	241	241	386	402	41	829	
	539	539	1178	38	0		1216
Total	780	780	1564	440	41	2045	
Percentage	38%	62%	76%	22%	2%		

2020 : 10,29% 2021 : 7,46% 2022 : 7,95%

After continuing to experience a decline in employee turnover rates, in 2022 this figure will slightly increase to 7.95%. The company continues to work to reduce this figure in the coming year.





Equal Opportunity

(GRI 3-3) (GRI 405-1)

The Company seeks to play an active role in reviewing its operations and decisions, promoting diversity, eliminating gender bias and supporting equal opportunities for all. These principles are applied equally to recruitment, opportunities for advancement and remuneration policies.

We understand that by promoting diversity, the Company can increase creativity and innovation, improve adaptability, increase employees' expertise and skills and ultimately will also improve the image as a company that is open to accept and appreciate diversity. With diverse employees, we build a universal culture, a culture that can also be accepted by all employees.



The number of employees working for the Company in 2022 is 2,045 people. These employees work at the Head Office and Warehouses located in West Java and in stores spread across various regions in Indonesia.

Position/ Location	2020	2021	2022
 Head Office	549	638	829
 Store	1020	1183	1216



In terms of employee age, in 2022, employees under the age of 30 accounted for the largest portion of the workforce, accounting for 76% or 1,564 employees. This number is followed by employees aged 30-50 years with 440 employees or 22% of the total employees.



The process of employee recruitment is carried out based on competency suitability to get the right candidate according to the requirement of the position, based on equal opportunity for everyone. We ensure that every employee is valued and heard regardless of ethnic background, religion, age or generation by taking into account the needs and preferences of each employee. The Company implements the SHARE values (Servanthood, Harmony, Agile, Respect, and Empowerment) as a behavioral guide for all employees. We believe that by implementing SHARE values, we can create a harmonious work environment, accelerate agility to adapt to changes, respect one another, and empower each employee to achieve common goals.

Employee	Based on Gender		By Age Group		
			<30 Years Old	30-50 Years Old	>50 Years Old
2020	636	933	1170	385	14
2021	702	1119	1376	418	27
2022	780	1265	1564	440	41

The portion of total female employees in the Company is 38%, slightly decreased by 1% compared to 2021. This decrease is due to the fact that the number of new male employees that have passed recruitment process is twice the number of new female employees. Since 2019, the percentage of female employees has continued to decrease little by little starting from 41% in 2020. This is a concern for us and we will work on balancing equal employment opportunities.

Gender					
					
2020	2021	2022	2020	2021	2022
933	1119	1265	636	702	780
59%	61%	62%	41%	39%	38%
Total Employees 2020 1569		Total Employees 2021 1821		Total Employees 2022 2045	

In terms of education level, employees with high school education are the most dominant, at 72% of the total workforce by the end of 2022. This portion increases steadily by 1% each year. This education level group is our main target for employment opportunities and to whom we can provide skills improvement through education and training.

Education	Amount	Percentage
SD	8	0,4 %
SMP	19	1 %
SMA/SMK	1468	72 %
Diploma I (D1)	2	0,1 %
Diploma III (D3)	59	3 %
Diploma IV (D4)	10	0,5 %
Sarjana I (S1)	473	23 %
Sarjana II (S2)	6	0,3 %
Total	2045	



Permanent Employees
(PKWTT)
Amount 326 Persons
66%

Permanent Employees
(PKWT)
Amount 939 Persons
60%



Permanent Employees
(PKWTT)
Amount 166 Persons
34%

Permanent Employees
(PKWT)
Amount 614 Persons
40%

Total Employees: 2.045

*Employee Agreement for an Indefinite Period (PKWTT)

*Employee Agreement for a Specific Period or Permanent Contract (PKWT)



Diversity at Top Management

Diversity in Top Management is also an important agenda for us, as we aim to promote a more diverse and inclusive work culture. Diversity is undeniably important because it brings out different perspectives, providing different paths to solving problems from various points of view, thus identifying blind spots and biases that might otherwise go unnoticed. We also believe that diversity leads to innovative new ideas and increased respect, thus the importance of diversity represented in leadership. **(GRI 3-3) (GRI 405-1)**

The percentage of women in Top Management in 2022 is recorded at 17% (up to Manager level), an increase of 3% compared to 2021. This increase reflected one of our commitments to provide equal opportunities without gender bias, especially at the Top Management level.

Pie graph: Top Management Based on Gender 2022:



In terms of age, the number of team members in Top Management between the age of 30 - 50 years, accounted for 76%, followed by those at the age older than 50 years by 22% and the remaining 2% are below 30 years old.

Pie graph: Top Management Based on Age 2022:

<30 year	30 year - 50 year	>50 year
Number of Employees 1 person	Number of Employees 41 persons	Number of Employees 12 persons





Remuneration for Front Liners

To create competent human resources with good quality of work ethics and cultures, we provide appropriate remuneration. We implement a remuneration scheme following the principles of fairness and competitiveness. As additional incentive to increase productivity, the remuneration scheme will help each employee to obtain equal rights in obtaining compensation and rewards. We also comply with applicable government regulations, and remuneration and bonuses are given by considering the performance assessment of each employee.

The following is a list of benefits received in our remuneration system, in which in addition to providing salaries, the Company also provides Hari Raya Allowance, Mutation Allowance, Transportation Allowance, Life and Health Insurance through BPJS, Child Circumcision and Baptist Allowance, Bereavement Allowance, Marriage Allowance, Attendance Allowance, Communication Allowance (as per work requirement), Maternity Leave, Annual Bonus, Umrah/Hajj Bonus, and Pocket Money. **(GRI 3-3) (GRI 401-2)**



Bentuk Tunjangan	Tetap	Kontrak
Basic Salary	O	O
Religious Holiday allowance	O	O
Mutation Allowance	O	O
Transportation Allowance	O	O
Life & Health Insurance (BPJS)	O	O
Maternity leave	O	O
Circumcision and Baptist Child Allowance	O	O
Death Allowance	O	O
Married Allowance	O	O
Attendance Allowance	X	O*
Communication Allowance	O	O
Yearly bonus	O	O*
Umrah/Hajj bonus	O	O
Pocket money	O	O
Travelling	O	O
Gadgets	O	O

*Operator

*Mulai dari Operator Grade B1



Contribution to Local Economy

The Company does its best to make its presence meaningful, especially in the creation of jobs and the improvement of the local economy. Paying above the regional minimum wage can help contribute to the economic well-being of employees. The impact of wage levels is directly affecting individual, organization, country and economy. Wage distribution is critical to eliminating inequalities, such as gender pay gaps or other inequalities. Paid entry-level wages compared to the minimum wage of a certain region indicate the wage competitiveness of the company and can influence the local labor market.

EIGER currently has 237 stores operating in 137 districts/cities in Indonesia. In 2022, there are 1,216 salespeople in these stores, which represent 59% of the workforce. We are committed to hiring local people, and thus the salespeople in all our stores are recruited locally, except in the case of temporary rotation of Store Managers from other regions and also workers from other locations with regards to transfer of knowledge through training. We also pay their wages in accordance with the Regional Minimum Wage (UMR) in each region according to prevailing regulations, both for permanent and non-permanent/contract employees. We hope that this practice will contribute to the economic welfare of the employees.

In 2023 we will carry out expansion program by adding 50 stores in various regions in Indonesia, and this effort will certainly create jobs for the community around the stores. Below is a comparison of the average ratio of our entry wages compared to the regional minimum wage.

(GRI 202-1)





Maternity Leave Entitlement

We strive to comply with applicable laws in running our business, including in terms of granting maternity leave rights. In Indonesia, maternity leave is regulated in Law No. 13 of 2003 concerning Manpower. In article 82 of the law, it is stated that female workers get 1.5 (one and a half) months of leave before and after childbirth, while women who experience a miscarriage during a blessed pregnancy get 1.5 (one and a half) months of rest or according to a letter obstetrician or midwife.

We have a policy to respect the rights of women who give birth and provide their right to leave according to applicable regulations and this condition will not affect the job security, career and remuneration concerned. We believe that this will have a positive impact on employees and can increase their morale and productivity.

Following are data on Return to Work Ratio and Retention Ratio related to Maternity Leave entitlements:

Total number employess that took Parental leave by gender		Total number employess that return to work after parental leave ended by gender	
Male	43	Male	43
Female	8	Female	8
Return to Work Rate 100%			
Retention Rate 100%			



Noticing that there are employees who do not come back to work again after maternity leave, we are trying to improve the condition by building a toddler and child playroom. This facility is expected to provide peace of mind for parents so that they can work without leaving their children at home. **(GRI 3-3) (GRI 401-3)**





Building Front Liners Capacity

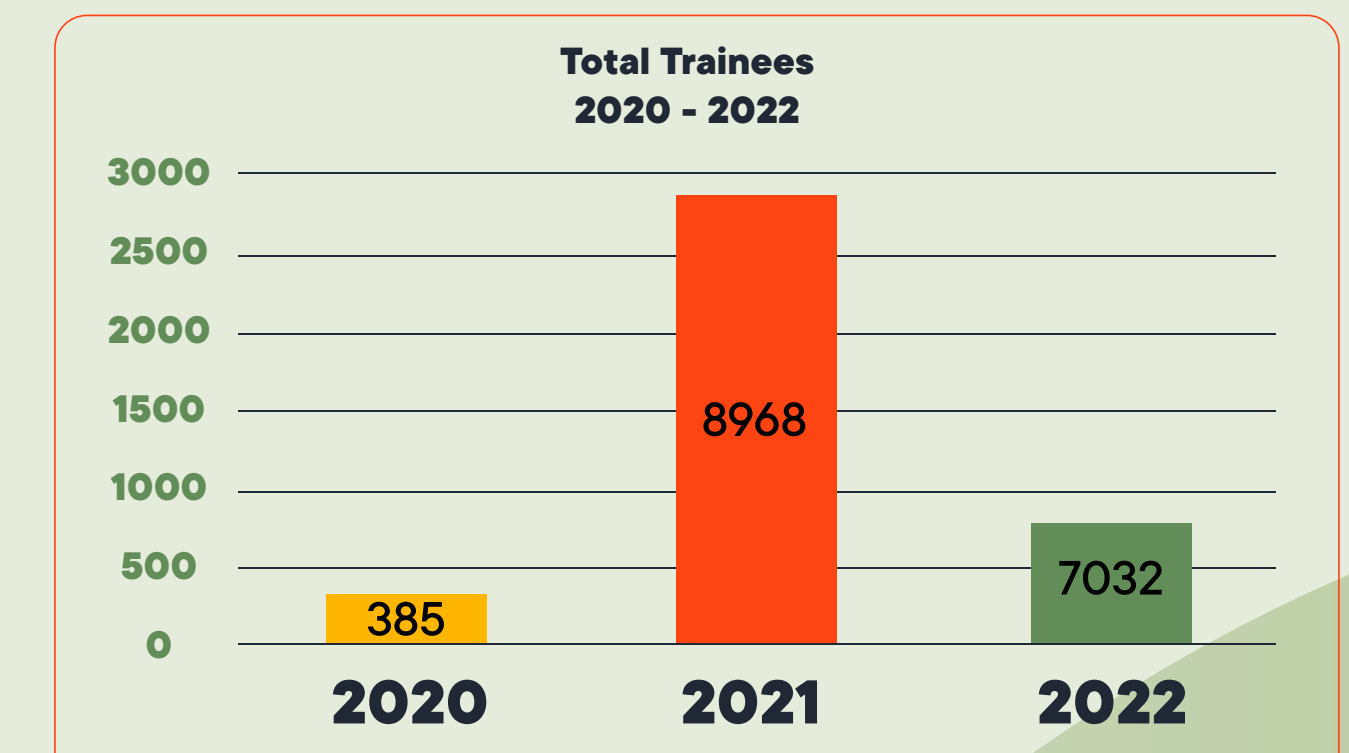
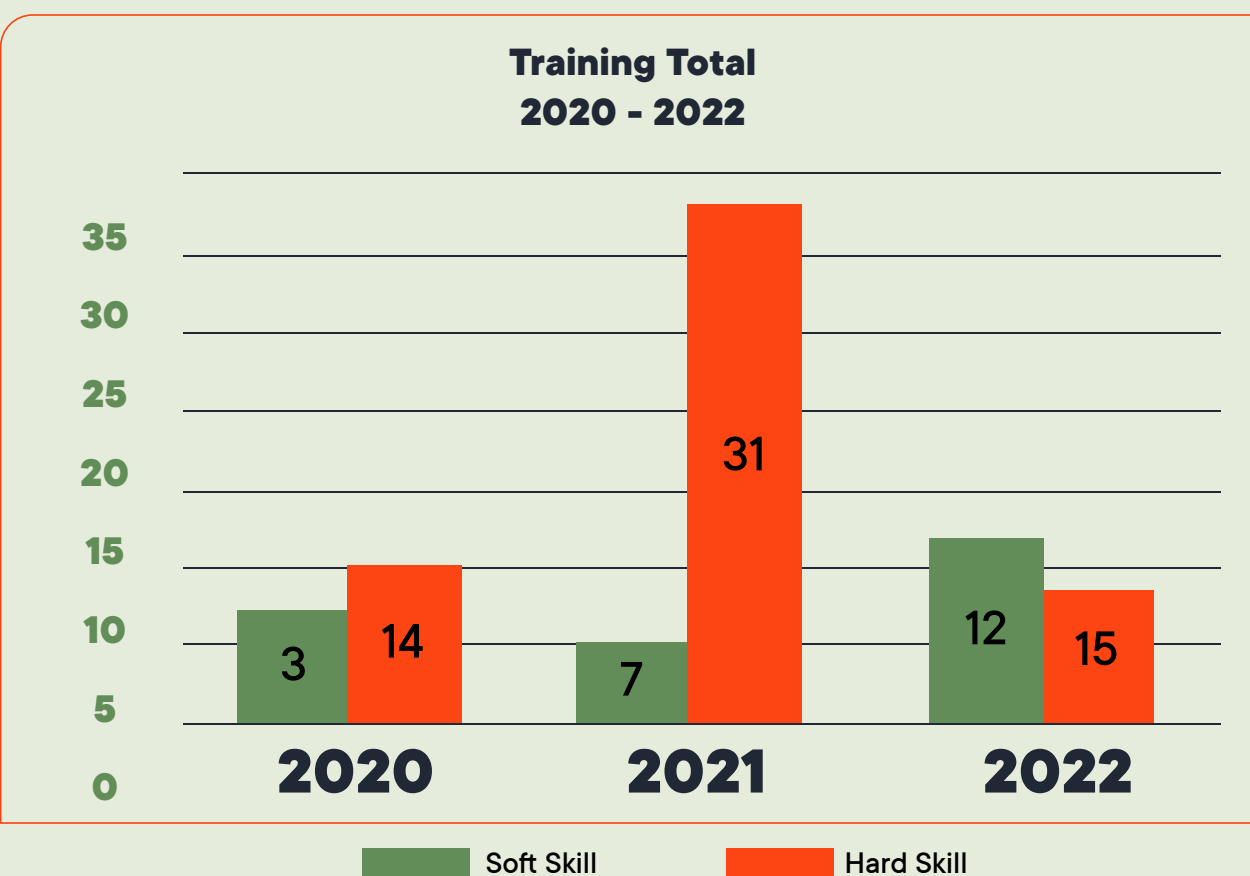
In our efforts to create a better future, we espouse the principle that every employee has the same rights and opportunities to attend and participate in training and education program. We believe that training and education will provide benefits such as, improved productivity and quality of work, a chance to recognize employee talents and increased employee satisfaction; and ultimately the Company will also reap a good reputation. On the other hand, we are also aware that this activity will cost the Company money, time and there is also the risks of training failures, unchanged work behavior as expected by the Company and loss of trained employees.

Taking into account those positive and negative impacts and risks, the Company encourages each employee to work optimally by improving their skills, abilities and leadership. All employees without exception have the same opportunity to participate in training and career advancement program according to their competence and performance.

Training & Development <i>(Training & Development)</i>	2022
The average number of modules studied each month	7
Number of training participants	7032
Total number of study hours	85978
Average study hours	12
<i>(Training Program)</i>	
Soft Competency	12
Hard Competency	15

Throughout 2022, the Company conducted training and development programs for a total of 2,652 employees. The number of training participants decreased by 22% compared to previous year, because in 2021 the Company conducted more trainings and webinars via online, so that the capacity of participants could be maximized to more than 100 people / training session, and also there was culture training carried out for all employees. In 2022, trainings have been focused on offline and specific competency development, and the Company has put more emphasize on quality than quantity.

The training conducted in 2022 has been focused on the improvement of both soft and hard competencies of employees by considering opportunities and providing fairness for employees' various levels, ages, and genders.



2022	SOFT SKILL	HARD SKILL
MALE	338	338
FEMALE	154	154

Overall, the number of employee training hours is 85,978 hours. We will continue to strive to provide equal training to all employees

(GRI 3-3) (GRI 404-1)



Performance Assessment of Front Liners

The Company believes that to improve motivation, performance and productivity, a regular performance appraisal system is required. Our performance appraisal system is called Individual Performance Management (IPM). The Company's strategy is outlined in Activity Plans that will be assessed through Key Performance Indicators (KPIs). From 2021 to 2022, all employees have been included in this system and the program will continue in the following period.

By conducting good performance management, we can identify employees' strengths and weaknesses, and thus appropriate feedback and development program to improve employees' performance can be provided. It also helps the Company in ensuring that resources and time are used efficiently to achieve Company's goals.

Performance management also helps in creating a positive work culture, where employees feel valued and recognized for their contributions. We also continuously strive to make improvements and ensure that the appraisal system is fair, transparent and based on clear criteria.

(GRI 3-3) (GRI 404-3)



IPM Percentage : **100%**

Employees who follow IPM



**1472
Employees**

2020

**1725
Employees**

2021

**2045
Employees**

2022

Stitching Sustainable Production



Upcycle Project, EIGER Green

As a retail and distribution company, we do not produce the goods that we sell. However, in order to build a holistic sustainability, we also take responsibility for the whole production processes of our products, from the raw materials to the production process to the point where our products are no longer used by consumers. We are gradually identifying, analyzing and preparing steps to fulfill this responsibility.

We take steps to carry out assessment of the issues, impacts and risks along the chains of the production process. We are committed to increasing the use of environmentally friendly materials and those that are produced in a socially responsible manner; measuring and reducing waste, including packaging waste; measuring and reducing energy consumption, promoting compliant labor practices, and working with suppliers who have practiced sustainability.

Overall, in 2022 we have managed the production of a total number of items of 8,735,795 pieces. This is an increase of 12% compared to the previous year. This increase is due to the growing market demand. As the production of those items was entirely carried out by suppliers, in 2022 we began to take important steps to walk alongside our suppliers in the context of sustainability. We started this by increasing the number of local suppliers, and so 2022 saw the increase in the number of our local suppliers by 31%. The products we trade are produced by 125 suppliers, a total of 67 of which are from Indonesia.

We have developed a system for assessing our suppliers' sustainability practices that is Sustainability Minimum Requirement as part of the EIGER Sustainable Supply Chain program. We conduct Due Diligence to prevent, mitigate and address potential negative social, environmental and governance impacts emanating from our suppliers. As per our promise, by 2022, we have conducted Due Diligence and mentoring to 20% of our total suppliers. (GRI 3-3) (GRI 204-1) (GRI 414-1)

In addition, we also conducted training for all local suppliers on sustainability. There were also joint learning sessions in collaboration with competent parties to share about the rules and good practices that they have done. (GRI 308-1) (GRI 308-2) (GRI 414-2)

Based on the data compiled from Due Diligence that we conducted on suppliers, the assessment of the minimum requirements on social aspects averaged 81 out of 100. We have continued to encourage and motivate for this number to increase at the end of the year, to 90. The aspects that constitute a challenge in the Suppliers' Social Assessment are compliance with government laws and regulations on minimum wages, calculation of working hours and health and employment insurance.



Suppliers' Workforce



In the context of our industry, suppliers employ a large workforce. Job orders for suppliers will create indirect economic impacts such as increased employment for local people, local economic growth, provision of income for communities, increased taxes and investment.

PTThese suppliers recruited a number of employees estimated to be more than 78,335 people that are associated with our production, thus indirectly involving a spectrum of indirect economic impacts.

In this Sustainability Performance Report, we have only been able to collect data on 22 key local suppliers regarding their workforce or 18% of the total suppliers. In future reports we hope to be able to collect more complete data of suppliers, at least on 20% of the total suppliers. **(GRI 3-3) (GRI 203-2)**

The profile of the supplier's labor force whose data we have collected is as follows:

Worker Status

Status	Male	Female
Kontrak	1.438	5.390
Tetap	1.808	5.151

Worker Age

Age	Male	Female
< 30	1.713	6.111
30 - 50	1.377	4.252
> 50	127	207

Worker Education

Education	Male	Female
< High School	876	3.339
High School	2.135	6.506
Diploma	120	302
S1	185	310
S2 & S3	8	6

Fashioning a Green Future

The environment is one of the most important aspects of sustainability, where every business process that we do will have an impact on it. We found that there are several negative impacts resulting from business practices in our industry, among others the use of hazardous chemicals in the production and manufacturing of raw materials, the use of non-environmentally friendly raw materials, such as nylon and polyester which have an adverse impact on water and soil pollution, and large water consumption in the production and washing of materials. In the shipping, warehousing and distribution process, there are also carbon footprint and packaging waste. These diverse and large environmental impacts are what we focus on addressing one step at a time, as we promise, For the Earth, For Later.

Starting from the product design process, one of our strategies is to conduct thorough selection of materials to encourage Sustainable Production. This step requires careful consideration and great care in selecting materials. By 2030, we aim to reach 20% of products that use recyclable materials or are sourced from more sustainable materials.

In 2019, we started the calculation of the amount of non-renewable and renewable materials in Apparel products. The result was that renewable materials in 2021 accounted for 21% of total products and then increased to 25% in 2022. In this report, we begin to illustrate the number of products using renewable materials in other categories outside Apparel, namely Bags, Equipment, Footwear and Headwear.

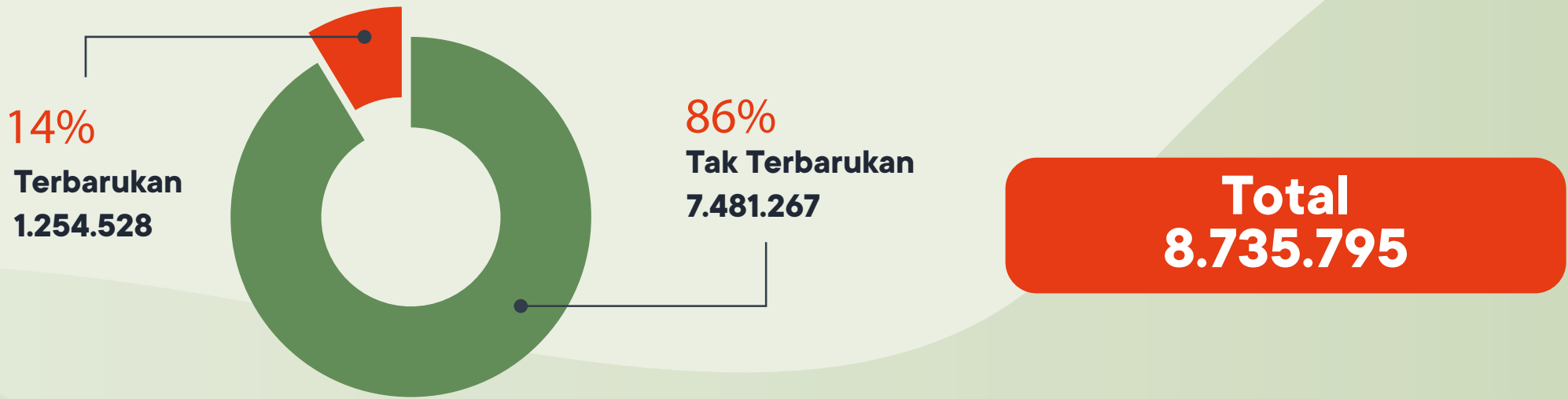
These renewable materials consist of organic cotton/BCI (BADJA), recycled polyester, and Tencel/wood fibers. The non-renewable materials consist of synthetic materials (polyester, nylon, and acrylic).

Fabric Composition	Total	% Per Kategori
Organic Cotton	111.409	9%
Recycle polyester	1.120.663	89%
Tencel / Wood	22.456	2%
Grand Total	1.254.528	100%

In 2022, the total number of products using renewable materials in the Apparel category increased by 193% of all products in this category. While the overall number of products containing renewable materials is 14% of the total products, with Bags products have the largest percentage of 12%. Almost half or 46% of the Bags production uses renewable materials.

The ratio between renewable and non-renewable materials has continued to increase from 2.9% in 2020 to 3.7% in 2021 and 14% in 2022. However, this figure does not indicate high growth, because the data in 2020 and 2021 only refers to the Apparel category, while in 2022 it includes other categories.

Kategori	% Per Kategori	Terbarukan	Tidak Terbarukan
ACC	14%	0,00%	14%
Apparel	25%	2,01%	23%
Bags	26%	12,21%	14%
Equipment	8%	0,01%	8%
Footwear	16%	0,07%	16%
Headwear	10%	0,07%	10%
Logowear	0%	0,00%	0%
Total Produksi	100%	14%	86%



(GRI 3-3) (GRI 301-1) (GRI 301-2)

Product Defect

During production, products with imperfection are sometimes found, they are called defects. This defects can have a negative impact on the Company, ranging from financial losses, lowering of customer confidence, affecting the Company's image and ultimately will increase the amount of waste if they cannot be repaired. On the other hand, if these products are repaired or recycled into new products, it will result in an innovation. In addition, it can help the Company understand the problems in the product and can improve its production system or process so that the mistake could be avoided in the future.

EIGER have started the monitoring and evaluating of defective products and reclaims periodically since 2020. Defects can be caused by several things, such as human error in the production process and display arrangement, storage, or handling during transportation. Compared to the previous year, the number of defects in 2022 was 29,245 items or an increase of 61% when viewed from the ratio of comparison to total production. In 2021 there was a decrease of defects of -50% against those of 2020. These defects consist of Material Defect, Manufacture Defect, Packaging Defect, Display Defect and Storage Defect.

As seen in the comparison ratio to total production, the increase rate of defects occurs in Material Defect, Packaging Defect and Storage Defect. The increase in Material Defects occurred due to system changes and higher level of quality requirements with regards to materials, which posed new challenges for suppliers as well as the Company. The increase in Packaging Defects and Storage Defects due to the new storage governance system was also a challenge and required efforts for future improvement. These efforts include improving the quality of packaging, improving the storage system and space in each store, and also the behavior of salespeople.

Display defects have continued to decline since 2021 due to improvements in space organization, while Manufacture Defects have decreased due to an improved supervision system at receiving goods process.

The ratio of Total Defects to Total Production in 2022 is 0.33%, and we are working to manage this defect item so that it does not become waste. Initiatives undertaken, among others are refurbishing, in collaboration with the NGO Waste for Change, and we have gradually began to upcycle, where with the power of creativity, these defective materials were "stitched" into unique new items. From 1,045 pieces of waste materials, 272 products have been upcycled as a pilot project in 2022.

Total Produksi (GR)			
2019	2020	2021	2022
10.452.134	7.725.996	7.802.595	8.735.795

Defect Reject			
Kategory	2020	2021	2022
Material Defect	3.239	1.836	3.611
Display Defect	9.917	522	417
Packaging Defect	884	11	3.831
Manufacture Defect	7.181	5.162	4.371
Storage Defect	10.662	8.632	17.016
Total	31.883	16.163	29.245
Decrease Defect, Reject		-49%	81%

(GRI 3-3) (GRI 301-1) (GRI 301-2)(GRI 301-3) (GRI 306-4)(GRI 308-2)



During 2022, a total of 4681 kg of product destruction will be carried out through Co-Processing technology together with Waste4Change. Materials that are difficult and cannot be recycled (residues) are used as fuel for cement production using RDF (Refuse-Derived Fuel) technology. The material process is carried out under the supervision of experts and meets standards to reduce pollution to the environment. Utilization of material through the RDF process is carried out to reduce material that ends up in the TPA.

(GRI 308-2)

Upcycle Process

With so many products that EIGER manufactures, where do the defective or unsellable products go?

The recycling or upcycle step is one form of responsibility taken by EIGER to make products that are not feasible return to value. This movement reprocesses defective products and combines them with other defective products to create products with new and limited designs.



- 1 DEFECT PRODUCT**
Products that do not meet the standards



- 3 PATTERN MAKER DESIGN**
Cut the product into pattern pieces

RE-THINKING RE-DESIGNING UP-CYCLING

- 2 RE-DESIGN**
Turn creative ideas into new product designs



- 4 SEWING PROCESS**
Re-stitch the pattern into a product

EIGER GREEN

MOVE FOR
THE BETTER





Energy Consumption

In carrying out the Company's operations, our electricity consumption comes from fossil energy sources provided by the government in the forms of coal, oil and natural gas. We recognize that this dependency can cause greenhouse gas emissions and contribute to global warming and climate change. The electricity generation process also causes air and water pollution that damages the environment and human health. And ultimately, a high reliance on electricity can cause serious economic and social damage if the electricity supply is interrupted.

We realize that in order to overcome this condition, we could replace the existing energy sources by providing electricity from clean energy sources such as solar, wind and water power. The use of clean energy will also reduce pollution and greenhouse gas emissions that damage the environment. However, for now our efforts have only reached the stage of calculating our consumption and continuing to work on streamlining our existing energy consumption.

In 2022, we have managed to continue with the reduction rate of our Head Office electricity consumption of -4% from 659,048 kWh or 2,373 Gigajoules or 456.34 tons CO₂eq to 633,228 kWh or 2,280 Gigajoules or 438.46 tons CO₂eq. Despite an increase in the number of employees by 102 people or 19%, the amount of electricity consumption continues to decline. This decline in electricity consumption has started since 2020 where there was a decrease of -4.9%, and was followed by a relatively similar decrease of -5.2% the following year. The decline in the period was driven by the Covid-19 pandemic conditions, where some employees worked from home. In 2022, Head Office operations were almost normal, but with various energy efficiency campaigns and efforts, electricity consumption per employee was significantly reduced by -18%, from 100.72 kWh per person per month or 4.80 kWh per person per day to 82.26 kWh per person per month or 3.92 kWh per person per day. The implementation of the energy efficiency program includes a movement to turn off lights and computers during break time, reducing the hours of air conditioner use from 17.00 to 16.00. In addition, the mutation of server data to the cloud also reduce electrical power consumption, as well as switching water pumps to inverter pumps and other initiatives.

Kantor Pusat & Gudang	2020	2021	2022
KWH	696.060	659.048	633.228
GIGAJoule	2505,82	2.373	2279,62
TCO ₂ EKIV	481,97	456,34	438,46
Average KWH/Org/Month	96,42	100,72	82,26
Average KWH/Org/Day	4,59	4,80	3,92

Other operational activities that consume electricity are activities in our stores which totaled 237 stores. Until 2022, we have only been able to book energy expenses for 11 stores in Sumatra, Java, Bali and Sulawesi. Based on calculations at our 11 flagship stores, the total amount of electricity consumption in 2022 has increased by 8% compared to the previous year. This increase was due to an increase in store operating hours by 1 hour per day in some stores, as well as the requirement to turn on the spotlights on the storefronts from July 2022. Several scheduled events held on weekends, such as Weekend Blast, Eigervaganza and other events also contributed to increasing energy consumption in the store.

In 2021, there was a decrease of -10% due to restrictions during the pandemic that did not allow stores to operate throughout the year. In 2022, the increase in energy consumption amounted to a total energy consumption figure for the 11 stores of 1,082,410.27 kWh or 3,896.68 Gigajoules or 749.49 tons CO₂eq. If divided by the area of each store, this would result in an energy intensity of 141 kWh per m² in 2022, while in 2021 the figure was 133 kWh per m².

Toko	2020	2021	2022
KwH	1.125.973,22	1.002.076,20	1.080.410,27
GJ	4.053,50	3.360,47	3.896,68
Area Size m2	8.714,40	8.714,40	8.714,40
KWH/m2	129,21	114,99	124,21
Average	144	130	141

In the coming year, we will increase the disclosure of energy consumption in this report to cover 40 stores.

(GRI 3-3) (GRI 302-1) (GRI 302-3) (GRI 302-4) (GRI 302-5)

Our efforts to start measuring and reducing energy consumption also apply to the production of the goods that we trade. The amount of electrical energy consumption of suppliers to produce our orders is part of our focus to reduce electricity consumption which in turn will reduce Greenhouse Gas emissions.

Under EIGER's sustainability pillar, Innovative & Sustainable Production & Consumption, we have recorded the energy consumption of our suppliers, starting with the eight main suppliers. This calculation is adjusted in proportion to the number of orders received from the Company, because suppliers also receive orders from other parties, so that the calculation can be made according to the Company's production load.

From the available data, it can be seen that in 2021 there was a 20% increase in energy consumption at the eight main suppliers, while the amount of production decreased by -12%. This shows that there has been no effort to reduce electricity consumption during this period. In 2022, with an increase in the production quantity of 17%, electricity consumption increased by 14%, so that in terms of intensity, electricity consumption for producing Company's orders decreased by -3% from 0.37 kWh per pcs to 0.36 kWh per pcs. This calculation is based on data from the Company's 22 suppliers.

In 2022, the Company have been promoting the issue of energy efficiency by conducting online sharing sessions and encouraging suppliers to make a record of energy efficiency efforts. This effort will continue to be promoted and become one of the issues to improve supplier sustainability practices.

Pemasok	2020	2021	2022
PCS	5.347.549	4.754.261	5.722.477
KWH	1.411.807	1.764.583	2.057.469
GIGAJOULE	5.083	6.352	7.407
TCO2 EKIV	977,57	1.222	1.424,64
KWH/PCS	0,26	0,37	0,36

(GRI 302-2) (GRI 302-3) (GRI 302-4) (GRI 302-5) (GRI 308-2)



Sustainability Goes Downstream

As we embark on a journey to inspire others, it is not just about creating a good footprint at the start of the journey, but also how we leave a good footprint at the end of the journey with our products. Our products are widely used by outdoor enthusiasts, who are still face sustainability challenges. The mountains that our consumers climb are still littered with a lot of waste, which will apparently continue to grow, our rivers are listed as the most polluted rivers in the world, our forests that are the lungs of the world continue to decrease in terms of area. This is where we are called to create small "works", but hopefully can become a fruit of awareness for our consumers.



"Zero Waste Mountain", Gunung Kembang, 2022

Adopt A Mountain: Initiatives for Sustainability in Indonesian Adventure Tourism

EIGER Zero Waste Mountain is a mountain adoption program initiated by EIGER in collaboration with climbing basecamp managers. The pilot project of this program is located at Mount Kembang, Wonosobo, Central Java. Mountain adoption is one of EIGER's CSR programs towards mountain climbing management, and includes climbing basecamp services, available trails, waste management, and empowerment of the climbing administration system. The goal is to provide safety and comfort in mountain climbing activities, with the intention of creating a safe and litter-free climbing area. The opening of this program was held on March 19-20, 2022 with a series of events, including sharing sessions, post inauguration, and learn & share held directly at Gunung Kembang base camp. Since the launch of the program in March 2022 until October 2022, the Company realizes that the

success of a CSR or social investment program cannot only be seen from the number of programs that the company has successfully created, but also requires an evaluation of the effectiveness and measurement of the impact of the existence of the program itself. In this program, the impact of the Company's CSR program was measured using Social Return on Investment (SROI) with a result of 4.21. The benefits of this program are not only to change the behavior of mountain climbers so as not to leave garbage on the mountain, but also to introduce a tourist destination for mountain climbing without garbage and improve the economy of the local community.



EIGER Involvement in Electric Motorcycle Research and Development Process

We realize that the future of renewable transportation is electric vehicles. Throughout 2022, we met and got to know a number of SME-scale custom motorcycle workshops from various regions in Indonesia. Some of them are focusing on developing electric motorcycles as part of their commitment to renewable energy.

Through two MSME-scale custom motorcycle workshops, throughout 2022 three custom electric motorcycles were born in collaboration with EIGER, namely two motorcycles named SMEV by Studio Motor in Jakarta and one Marusaka motorcycle by Backyard Customs in Bali. EIGER was involved in collaborating on the prototypes of these two electric motorcycles.

EIGER's involvement starts from the idea, research and innovation process of producing these electric bikes. In fact, our goal is not only to develop, but also to ensure that these electric motorcycles from SMEV and Backyard Custom have the capacity, safety, and

(GRI 203-2)

Reverse Vending Machine EIGER X PLASTICPAY



A Reverse Vending Machine is a machine for exchanging plastic bottle waste with an EIGER (EAC) point member as a medium of exchange. Vending machines generally have a working principle when a certain amount of money is put into this machine, then consumers can select the desired product by simply pressing a button that represents the desired product. However, the Reverse Vending (Plasticpay) machine reverses its working principle, where the product is first inserted into the machine then the machine will respond by issuing a point of exchange which will later be stored in the EIGER ADVENTURE CLUB (EAC) member program.

Some of the EIGER store points available for Reverse Vending Machines include:

1. EIGER RADIO DALAM (Jl. Bri Radio Dalam No.80, Daerah Khusus Ibukota Jakarta 12140)
2. EIGER KELAPA GADING (Jl. Boulevard Raya No. 3, Pegangsaan Dua Kec. Kelapa Gading, Jakarta Utara)
3. EIGER DEPOK (Jl. Margonda Raya No. 289-290, Kemiri Muka, Kecamatan Beji Kota Depok, Jawa Barat)
4. EIGER BOGOR (Jl. Siliwangi No. 70, Lawanggintung, Kota Bogor, Jawa Barat)



Project Collaboration
EIGER x PlasticPay

**The result of the
EIGER x PlasticPay collaboration
Average growth in the number
of collected plastic bottles (kg/month)**



26,41 Kg



Reference Index GRI

Statement of use	PT Eigerindo MPI has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (Page)
GRI 2: General Disclosures 2021	2-1 Organizational details	8
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	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	5
	2-5 External assurance	5, 15
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	2-7 Employees	9, 11, 25, 26, 27, 28
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	14
	3-2 List of material topics	14
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GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	31
	202-2 Proportion of senior management hired from the local community	31
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	36, 43
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	35
GRI 301: Materials 2016	301-1 Materials used by weight or volume	37
	301-2 Recycled input materials used	37, 38
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GRI STANDARD	DISCLOSURE	LOCATION (Page)
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GRI 306: Waste 2020	306-3 Waste generated	38
	306-4 Waste diverted from disposal	38
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	35
	308-2 Negative environmental impacts in the supply chain and actions taken	35, 38, 39, 42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	25, 26, 28
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	30
	401-3 Parental leave	32
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	23
	403-2 Hazard identification, risk assessment, and incident investigation	23
	403-4 Worker participation, consultation, and communication on occupational health and safety	23
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	403-6 Promotion of worker health	23
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	23
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	33
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27, 28, 29
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	43
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	35
	414-2 Negative social impacts in the supply chain and actions taken	35

Feedback Sheet

Thank you for your willingness to read PT Eigerindo MPI's 2022 Sustainability Report. To improve the quality of the Sustainability Report, increase the transparency of sustainability performance and as input for the preparation of the 2022 sustainability report, we hope that you will fill out the Feed Sheet. Flip that has been prepared and send it back to us.

- 1.** This sustainability report has provided useful information regarding the economic, social and environmental performance that has been carried out by Eigerindo

☐ Agree ☐ Don't know ☐ Don't agree

- 2.** The data and information disclosed in this report are presented in a structured, easy to understand and understandable manner

☐ Agree ☐ Don't know ☐ Don't agree

- 3.** The data and information disclosed in this report are presented in a complete, transparent and balanced manner?

☐ Agree ☐ Don't know ☐ Don't agree

- 4.** Is the design, font, size, colour layout, layout and images in this report attractive and easy to read?

☐ Agree ☐ Don't know ☐ Don't agree

- 5.** This report has encouraged you to contribute to sustainable practices

☐ Agree ☐ Don't know ☐ Don't agree

- 6.** What information in this Report do you find most useful?

- 7.** . What information in this report do you feel must be included in the next Sustainability Report?

- 8.** What contribution do you think the company needs to improve in the future?

- 9.** Suggestions and other input

Reader Profile

Full name : _____

Name of Institution/Company : _____

Email : _____

Identification of stakeholder groups (choose one):

- ☐ Government
- ☐ Media
- ☐ NGO
- ☐ Public
- ☐ Industry
- ☐ For others, please specify
- ☐ Academic



We appreciate the suggestions and responses that you have given us regarding the information presented in this report, to convey this, please send this feedback sheet back to:

Headquarters

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