



GO BEYOND BORDERS: A COMMITMENT TO SUSTAINABLE FASHION

Sustainability Report 2023

Eigerindo ^{MPI}

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Statements Containing Forecasts

In this report, there are statements that contain forecasts. These statements are based on various projections and estimates made by EIGER management. The forecasts also come from commonly referenced sources in business, so some or all of them cannot be guaranteed to be achieved. These statements include predictions and assumptions that were deemed reasonable at the time this report was prepared.

A COMMITMENT TO SUSTAINABLE FASHION

Go Beyond Borders

In an increasingly connected world, sustainability is an important term for companies that want to continue to grow and contribute positively to society and the environment. The year 2023 is an important moment for PT Eigerindo Multi Produk Industri (MPI), where the big dream to bring Indonesian brands to go global starts to materialise with the opening of EIGER Adventure outlets in Switzerland and Malaysia. In line with these great strides, our commitments to sustainability continue to roll out, some of which have successfully exceeded set limits and targets, but there are others that are still challenging to fulfil.

The journey towards sustainability began on 26 April 2021, when Mr Ronny Lukito, the Company's founder and chairman, laid the "first stone" for sustainable business practices. Since then the Company has taken strategic steps and developed a roadmap (EIGER Sustainability Roadmap) towards sustainable business. Based on analyses of the impacts and risks of the Company's activities and decisions, an Environmental, Social and Governance (ESG) strategy has been developed to move towards holistic sustainability. On 22 April 2022, coinciding with Earth Day, EIGER launched its first Sustainability Report with the theme "For Earth for the Future". This journey continued with the publication of Sustainability Report 2022 and continues with this Sustainability Report.

Go Beyond Borders is the theme of Sustainability Report 2023, describing our journey in expanding our business reach while maintaining and enhancing our commitment to responsible practices. In this report we reveal how all elements of the company have continued to improve and organise themselves to step beyond geographical, innovation, sustainability and social responsibility boundaries to achieve higher standards.

Going international marks an important step in the company's expansion, but we also recognise that this responsibility does not stop at commercial success. Instead, we continue to make every step of this journey an opportunity to increase our positive impact on society and the environment. Included in this report, our efforts to evaluate and reduce the negative impacts we generate from our existing and new operations and determine the steps taken to mitigate these impacts. In this report, we will also describe our initiatives and achievements in waste management, efficient resource utilisation arrangements, and efforts to support communities. In the spirit of sustainability, we present our third sustainability report. **Go Beyond Borders** is a tangible manifestation of our commitment to not only pursue business growth, but also ensure that such growth is done in a sustainable manner. We invite all Eigerian to join us as together we follow the journey, the achievements, and the challenges we face in our quest for sustainability in the lifestyle business world.

Executive Summary

01

EXECUTIVE SUMMARY

Guiding the Journey

Thank you for the dedication and commitment of Mr. Ronny Lukito in illuminating the direction of our journey. Our aspirations and work would not be as far and beautiful as it is today without his encouragement and support. With his unwavering commitment and tireless inspiration, we have been led to overcome the limitations that we may face in this sustainability journey. Thank you for your progressive outlook and courageous leadership to see us through.

The bright light he brings not only creates long-term value for the Company, but also for the environment and communities around us. This passion for achieving higher sustainability goals and developing a greater positive impact in the world is the foundation upon which we build our business.

We are proud of the opportunity to work with them and share their vision for a greener, fairer and more sustainable future.

“Everyone has God’s purpose in life. Whoever you want to be, do your best and be helpful for your surroundings.” - Ronny Lukito

(GRI 2-22)



Message from the Chief Executive Officer

Eigerian, partners, and all distinguished stakeholders,

In 2023, there was a very important milestone for the Company's journey, where we started to go global with the opening of our stores in Switzerland and Malaysia. As we move further along our journey, we realise that sustainability is an important part of PT Eigerindo MPI business continuity. Our sustainability journey began in 2021, when we started building our Sustainability Road Map and established our sustainability task force, and then started publishing our Sustainability Report the following year.

The spirit of sustainability has also become one of the statements contained in the Company's mission statement. Therefore, we are committed to implementing it in our business processes holistically. Our main focus is to implement the five pillars of sustainability initiatives, which are strategic aspects to enhance the social and environmental responsibility of our business impacts and decisions within the outdoor fashion retail industry. As such, we continuously endeavour to instill a culture of sustainability as part of our employees' lifestyle.

By 2023, we had made some progress, both directly related to our operational activities and upstream business processes related to our suppliers' sustainability practices. The Company has also widened its measurement and has set targets for the reduction of intensity-quantified emissions, both in our operational areas and those consumed by suppliers to manufacture each of our products. In terms of products, the number of products containing environmentally friendly materials that we have launched is increasing. We continue to be committed to improving the quality of our products to reduce product defects. In addition, we have also started to focus on managing waste, especially from our Head Office.

In the context of labour and governance, we continue to move forward and prioritize on fairness and equality as well as stakeholder engagement. With the increasing number of employees who are the driving force of the Company, the challenges in managing them are also increasing.



With regard to creating close relationships and ensuring that employees have the experience to grow and develop with the Company, the Company has been certified as a Great Place to Work, an achievement that reflects the Company as a good workplace.

Various activities to support close relationships with employees continue to be rolled out throughout the year, accompanied by an employee reward system that continues to increase employee enthusiasm to move together productively. This is also supported by a comfortable work area, adequate technology, and work culture values that continue to be aligned from start to finish.

In 2023 we received an important award in the field of sustainability, which is the Padmamitra Award from the Ministry of Social Affairs, as the result of hard work and collaboration from all our management and partners. We are grateful and hope that this appreciation can be a motivation to keep going and go further in creating added value for the common good and contributing to the achievement of the Sustainable Development Goals.

On behalf of all leaders and employees of PT Eigerindo MPI, we express our gratitude and thanks.

Salaon Lestari

Bandung, July 2024
Christian H. Sarsono
CEO PT Eigerindo MPI

(GRI 2-22)





PADMAMITRA AWARD • 2022 •




Appreciation for Eigerindo's Performance

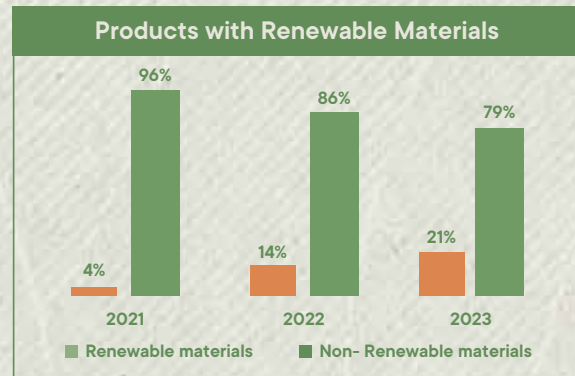
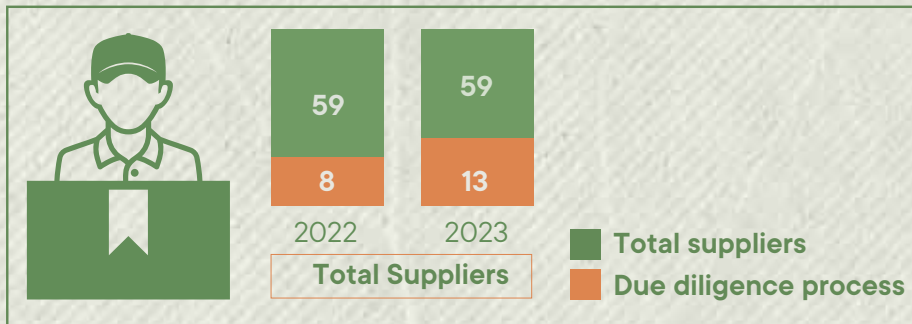
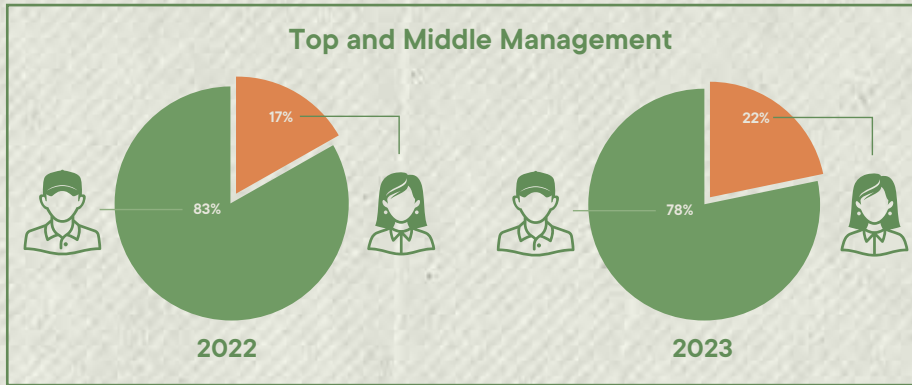
We are grateful that the Company's sustainability initiatives have been recognised by the government. In 2023, we were honoured with the Padmamitra Award, which recognises business entities with merit and achievement in implementing Social and Environmental Responsibility. Out of 155 participants in this event, 20 companies were selected to receive awards in the field of Environmental Conservation and Biodiversity.


Our environmental conservation initiative is the Gunung Kembang program in Wonosobo, Central Java, which is known as the "mountain without waste". This program addresses the issue within the Indonesian adventure scene, which is the amount of rubbish left behind by mountain climbers. From the program, we have also conducted an impact analysis using the Social Return of Investment (SROI) method with a result of 4.2, where for every 1 rupiah invested in the program, it produces an impact of 4.2 rupiah. The award was presented by the Vice President of Indonesia, Ma'ruf Amin on 5 July 2023 in Jakarta.

(GRI 413-1)

Sustainability Performance Highlights

	Total Employee		
	2021	2022	2023
	1.821	2.045	2.440



	Energy Consumption		
	Office (kWh/staff/day)	Store (kWh/staff/day)	Suppliers (kWh/pcs)
2021	4,8	133	0,37
2022	3,92	141	0,36
2023	2,94	148,61	0,37



Stakeholders Engagement

EIGER has not travelled alone along the journey beyond, but together with other stakeholders. Our stakeholders have made this journey colourful and played an important role in determining the direction in which we will go. It is with them that every step of the journey is laid, and it is with them that we are crafting a better future.

We have mapped out the relevant stakeholders referring to the AA1000AS Accountability standard, namely:

Stakeholders	Basis of Determination	
Consumer	D, R, I, P	Dependency (D) The existence of EIGER's dependency on a person or organisation, or vice versa;
Employee	D, R, T, I, P	Responsibility (R) The existence of legal, commercial or ethical responsibilities towards a person or an organisation
Government and Regulator	R, T, I, D, P	Tension (T) A person or organisation has influence over EIGER on a particular economic, social or environmental issue.
Suppliers	D, R, I, P	Influence (I) A person or organisation has influence over EIGER, strategy, policy, or the policies of other stakeholders.
Media	T, I, D, P	Diverse Perspective (DP) A person or an organisation has a different outlook that can influence the situation and drive action where none existed before
NGO and Society	D, R, T, I, P	Proximity (P) A person or organisation has geographical and operational proximity to EIGER.
Partner	D, R, I, P	

The Company recognises that consumers and communities are especially valuable stakeholders. EIGER wants to move with the community in spreading the spirit of sustainability. Since 1998, EIGER has formed the EIGER Adventure Service Team (EAST), which comprises of tough outdoor enthusiasts and pioneering adventurers in Indonesia. Through EAST's activities, the Company organizes education for consumers to engage in environmentally and community responsible adventure activities and inspires an eco-friendly lifestyle.

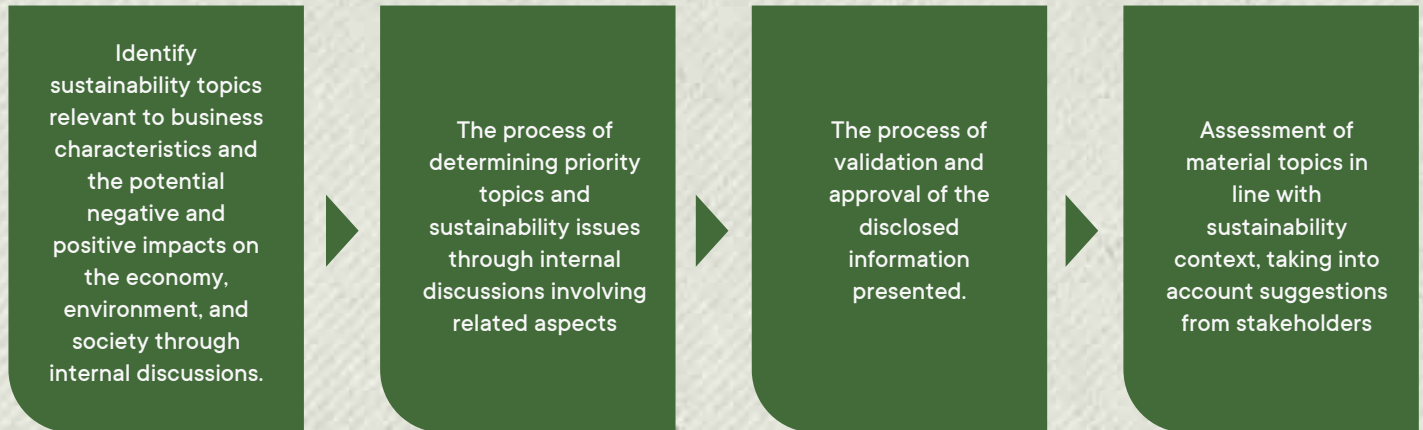
In addition to consumers and communities, employee engagement is an important element in executing the company's sustainability strategy. Therefore, we implement various initiatives to proactively engage employees. To build and foster a close relationship with our employees as internal stakeholders, we organise annual events such as the "EIGER SHARE Camp" held on 26 January 2023. This event aims to establish communication between management and employees where all employees can submit their questions and feedback. At the event, the Company also communicated its "SHIFT" strategy of Sustainable and smart products, Human experience, Integrated experiential commerce, Financial soundness, and Technology and data-driven processes.

Suppliers are key stakeholders who ensure that our products are produced in a responsible manner. Through our EIGER Sustainability Supply Chain (ESSC) program, we encourage our suppliers to adopt sustainable practices together with us. Various programs which aim to improve the sustainability performance of our suppliers are also conducted, such as sustainability trainings, joint learning sessions, and sharing good practices. Our ESSC has also developed the Sustainable Minimum Requirement Tools, where we conduct regular due diligence on suppliers. To motivate our suppliers, an award program is conducted to recognise their sustainability performance. This process is part of how we maintain close relationships with suppliers in the context of building sustainability together.

(GRI 2-23) (GRI 2-29)

Determination of Report Content

The process of determining the content of the EIGER Sustainability Report 2023 was carried out through several stages starting from internal discussions by all levels of management. There were four stages of the process, as follows:



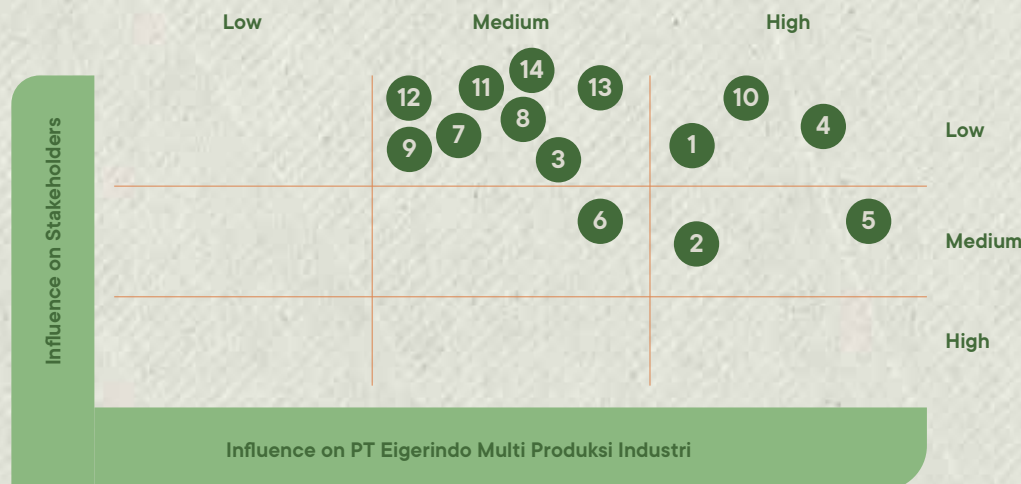
(GRI 3-1)

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 internal meetings, while the determination of report content is based on the principles of stakeholder inclusion, materiality, sustainability context, and completeness.

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

In 2023, there were no additional material topics from the previous year, so the material topics presented in this report are as follows:

- | | |
|---|--|
| <ul style="list-style-type: none"> 1. Material 2. Energy 3. Waste 4. Employment 5. Training and development of Human Resources (HR) 6. Occupational Health and Safety (OHS) 7. Diversity and equal opportunity | <ul style="list-style-type: none"> 8. Child labor 9. Local community 10. Market presence 11. Indirect economic impact 12. Procurement practice 13. Assessment of suppliers' environmental aspect 14. Assessment of suppliers' social aspect |
|---|--|



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

Sustainability of Eigerindo MPI

02

Profile of the Company

PT Eigerindo Multi Produk Industri, owner of EIGER brand, was established in 1989, as a retail company that provides gears, equipment and apparels for the lifestyle of outdoor enthusiasts. Born in Indonesia, EIGER was created 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, Switzerland, 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 become EIGER's tagline, "Tropical Adventure". This is reflected in three EIGER product categories, namely EIGER Mountaineering, EIGER Riding, and EIGER 1989 (Lifestyle).

In 2023, we launched EIGER Green, a jargon that demonstrates the company's commitment to sustainability with products that incorporate social and environmental responsibility values. These products are in line with EIGER's commitment, "For the Earth, for the Future".

Our Commitment

Being a friend and protector to those who want to enjoy nature is our duty together for the survival of future generations. Currently, EIGER is available in 37 cities/regencies across Indonesia with a total of 265 stores and strengthens its online presence with www.eigeradventure.com or the official EIGER Adventure e-commerce site.

PT Eigerindo MPI continues to show significant growth, and in 2023, the Company's owner seeks to split the concentration of business lines by establishing PT Tujuh Duapuluh Empat Duapuluh Lima. The new company will concentrate on brand and product design, so these functions will be transferred to the new company. Therefore, the Sustainability Report 2024 will be adjusted to PT Eigerindo MPI's core business, which is fashion retail. (GRI 2-2)



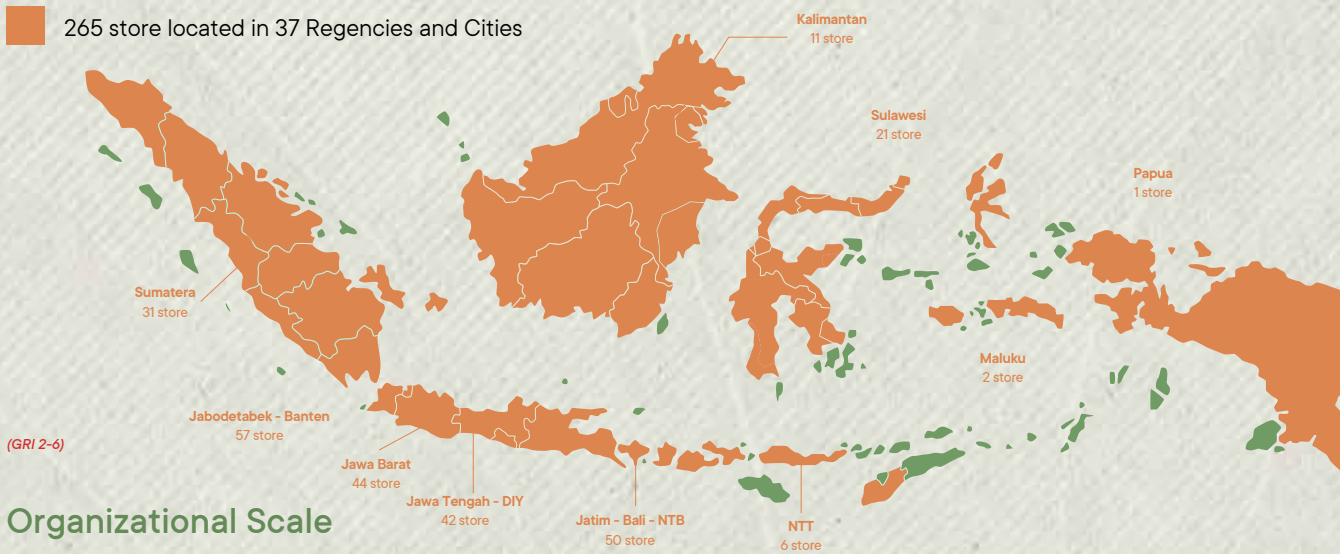
Company Profile

Name of organisation : PT Eigerindo Multi Produk Industri
Legal Form : Limited Liability Company
Ownership : Private
Location of Head Office : Jl. Raya Terusan Kopo Km 11,5 No. 127A, Pangauban, Kec. Katapang, Kab. Bandung, Jawa Barat, Indonesia
Business Line : Trade in lifestyle fulfillment equipment and supplies.
(GRI 2-1)

EIGER Store Distribution Area

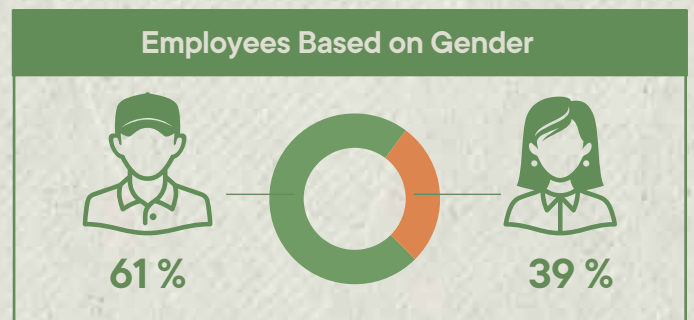
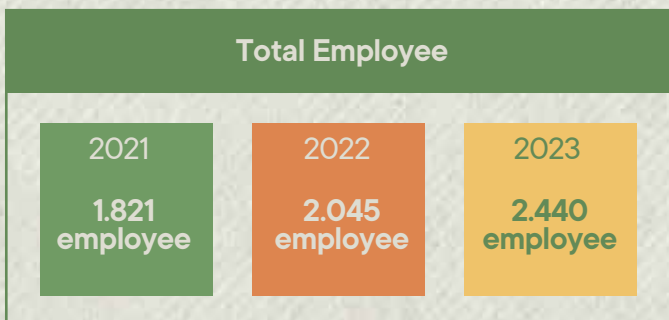


265 store located in 37 Regencies and Cities



Organizational Scale

Driving Force of the Journey





(GRI 2-7)

Supply Chain



(GRI 2-6)

Total Product

2021	7.802.595
2022	8.735.795
2023	8.981.362

Sustainability Strategy

Sustainability is included in the Company's mission statement, hence the continued imprinting of positive values for sustainability in the mindset and behaviour patterns of all employees as a Company that aspires to always provide experiential satisfaction to its customers.

Below are the Company's vision, mission and values:

Vision

To be a blessing company in lifestyle business

Mission

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

Company Culture



SERVANTHOOD

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

HARMONY

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

AGILE

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

RESPECT

How We treat Others
(Person - Purpose - Planet)

EMPOWERMENT

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

Since 2021, the Company has started to develop a roadmap towards sustainable business or the EIGER Sustainability Roadmap. The roadmap is based on an analysis of the impact of the Company's operational decisions and activities and their relationship to society and the environment, which reinforces the Company's social responsibility and philanthropic initiatives that have been in place throughout the Company's history. Strengthened by the commitment of the leadership, to support the Sustainable Development Goals and to develop sustainable business practices, the roadmap has been rolled out as a journey towards business that is sustainable and business that support the Sustainable Development Goals.

(GRI 2-23) (GRI 2-24)

There are five pillars in EIGER's Sustainability Strategy, namely:



Eco & Friendly Store,
Innovative & Sustainable Production & Consumption,
Good Corporate Governance,
Educate & Empower People,
Responsible Shipping & Warehousing.

Eco & Friendly Store

As the frontline of offline sales, store outlets play an important role in showcasing the Company's sustainability practices. Store outlets need to be prepared to communicate sustainability practices to consumers in order to support the service while at the same time inspiring customers and other stakeholders in accordance with sustainability principles, and make this strategy a Sustainable Advantage.

As a first step, we develop the Eco & Friendly Store & Office (EFSO) Scorecard, which functions as a guide and assessment tool for the value of sustainability implemented in stores, where the criteria developed in the EFSO Scorecard refer to the principles of "green building".

By the end of 2023, we had conducted assessment of 40 of our flagship stores, 39 of which scored Platinum (Excellent) and one Gold (Good), all above average. This shows that the stores that have been assessed, which is 15% of the total stores, were able to fulfill most of the standards. We are considering to conduct assessment of all EIGER Adventure stores and to make improvements in line with the EFSO guidelines by 2030.

(GRI 2-23) (GRI 2-24)

	Stores That Have Been Assessed	Stores That Have Not Been Assessed
	<p>15%</p>	<p>85%</p>

Innovative & Sustainable Production & Consumption

We want the products that our customers buy to contain good practices, starting from the design to the end cycle of the product to waste. These good practices also include our efforts to build the EIGER Sustainability Supply Chain, by ensuring progress is made in the use of environmentally friendly raw materials, conducting manufacture processes in a way that benefits and promotes human rights and diversity, and engaging with all parties to reduce waste from defective products.

By 2023, we increased the number of products containing environmentally friendly materials by 48% compared to the previous year. This demonstrates our commitment to continue focusing on designing and selecting raw materials for products with renewable materials.

We also seek to ensure that suppliers produce our orders by operating its business in a socially and environmentally responsible manner. From 2022, we have conducted due diligence on our suppliers to assess their sustainability performance and continue to encourage them to adopt sustainable practices through training and sharing of experience. During due diligence, we conduct an assessment based on the Sustainability Minimum Requirement Performance and prepare a reward system for suppliers with good sustainability performance or progress. This is one of our approaches so that suppliers can also work side by side with us in building sustainable business practices.

(GRI 2-23) (GRI 2-24) (GRI 308-1) (GRI 308-2)

Good Corporate Governance

We continue to strive for good and transparent corporate governance practices while also take into account stakeholder expectations. We also prioritise diversity and strive to engage all parties in our activities, and provide fair opportunities for all. Employee rights, including safety, are always taken into consideration in every decision by the Company. We continuously strive to improve ourselves over time in achieving good corporate governance.

(GRI 2-23) (GRI 2-24)

Empower & Educate People

The Company is committed to empowering, educating, and providing a holistic impact to its stakeholders, particularly our employees, consumers, and the community. For employees, we offer a range of training and skill development programs to ensure that they are equipped with the knowledge and competencies necessary for success in their careers. For consumers, we organize educational programs for those who are very much into outdoor activities and adventure. Additionally, we also introduce environmentally friendly products through information campaigns, workshops, and digital platforms to help consumers make more informed and responsible choices. We are also actively supporting community activities, particularly those involving sustainability practices. Through the programs we implement, we aim to contribute to the development of a more empowered and informed community.

(GRI 2-23) (GRI 2-24) (GRI 2-29)

Responsible Shipping & Warehousing

The contribution of greenhouse gas emissions from our business lines is a significant issue. As a retail company, the carbon footprint generated throughout our supply chain is considerable, including from the electricity consumption in our warehouses. Therefore, we are committed to continuously measure, manage, and initiate various efforts to optimize electricity use over time. We also consider ways to package and ship products to minimize waste.

In 2023, our warehouse was relocated to a new area, which focused all operational activities on developing a new work system. In the coming year, we will consider establishing a baseline and measuring energy consumption, both in the distribution process and in warehouse electricity consumption.

In terms of delivery of our products, we focus on reducing our carbon footprint by optimizing distribution routes, using more environmentally friendly vehicles, and collaborating with logistics partners that practice sustainability. We also consider developing innovations to enhance energy efficiency, such as the use of LED lighting, energy management systems, and warehouse layouts that ensure reduced energy consumption.

In addition, we ensure that our storage facilities adhere to strict occupational health and safety standards and minimize waste through recycling programs. By implementing these strategies, we aim not only to reduce the environmental impact of our logistics operations but also to enhance operational efficiency and overall sustainability.

(GRI 2-23) (GRI 2-24)

Contribution to Sustainable Development Goals

EIGER's Sustainability Strategy, which consists of 5 pillars, has been mapped to support the Sustainable Development Goals (SDGs) agenda. These goals were designed participatively and adopted by 193 countries, including Indonesia, on September 25, 2015. Through its Sustainability Strategy and Actions, the Company aims to contribute to the achievement of the SDGs, which seek to end poverty, reduce inequality, and protect the environment. EIGER's Sustainability Pillars are mapped to support the achievement of SDGs across various goals and indicators. There are 11 goals and 31 indicators related to EIGER's Sustainability Pillars. In this report, we have not yet disclosed the achievements correlated with the Sustainable Development Goals in a measurable manner; however, we will consider incorporating this disclosure format in future reports.



Eco & Friendly Store



Innovative & Sustainable Production & Consumption



Good Corporate Governance



Empower & Educate People



Responsible Shipping & Warehousing



**Journey
for the Earth,
for the Future**

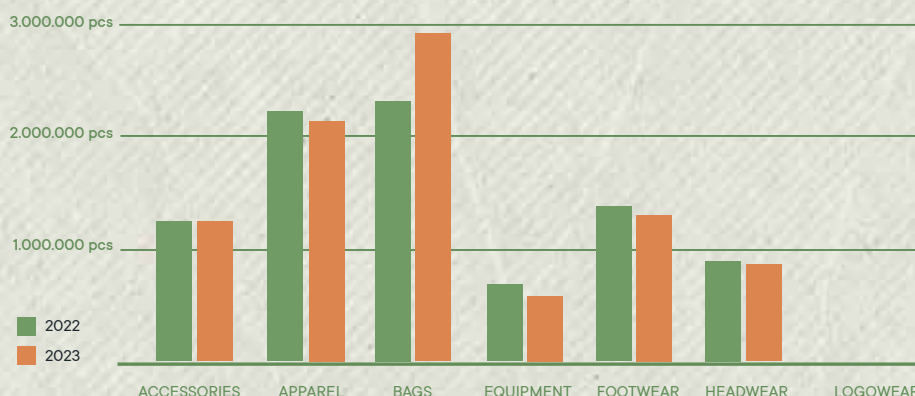
03

Journey for the Earth, for the Future

As we navigate the path toward the global market, we understand that sustainability is not merely a trend but a long-term journey that requires commitment, innovation, and tangible actions. As we begin to open stores in Switzerland, we remain steadfast in our mission with regard to sustainability by prioritizing environmental aspects. This is also because we recognize the negative impact on the environment caused by the industry we are engaged in, from the selection of raw materials and production processes, both of which have the potential to cause environmental pollution, to the distribution and shipping processes that result in a carbon footprint. Furthermore, downstream, there is packaging waste and waste from the products themselves once they are no longer in use.

In the dynamic fashion industry, we believe that sustainability is key to building a business that not only aims for financial gain but also holds social and ecological responsibility. From the moment we design a product, we conduct research and continuously seek innovations to select materials that are partially or wholly environmentally friendly, as well as safer and healthier for consumers. Although it may not be significant yet, through these efforts, we strive to steer our journey towards a greener world—for the Earth and for the future.

In 2021, we began the process of calculating the proportion of our total products that contain environmentally friendly materials and set a target that by 2030, 20% of our products will use recyclable or sustainably sourced materials. At that time, we only considered the apparel category, and it was not until the following year, 2022, that we began to include all categories in our calculations. We have named this initiative EIGER Green. Our journey with green products began with apparel category, which in 2022 accounted for 25% of our total products. Outside of the apparel category, bags category shows the highest percentage of using green materials, at 32% of the total products. The footwear category has started to feature environmentally friendly materials, although only in still limited quantities. This category represents 15% of all the items produced. Other categories, such as accessories and logowear, do not yet have products containing environmentally friendly materials.

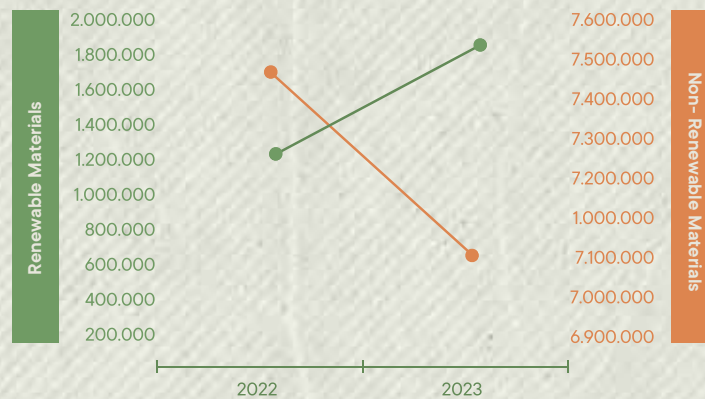


Looking at the number of products within each category, the percentage of products containing environmentally friendly materials in the apparel category is 9%, an increase from 8% in the previous period. Although there are still challenges with materials in this category, we continue to strive for improvements and remain committed to sustainability, even when facing difficulties. In the bags category, the proportion of products using environmentally friendly materials has reached 55%, a significant increase of 9% from 46% in 2022. In the equipment and footwear categories, there has been a slight increase in the number of products with environmentally friendly materials, specifically by 1% and 5%, respectively. The increase in the footwear category is attributed to the use of recycled polyester (foam) in the insoles. The amount of renewable materials in our products has decreased due to a reduction in production volumes.

Percentage of Products with Eco-Friendly Materials

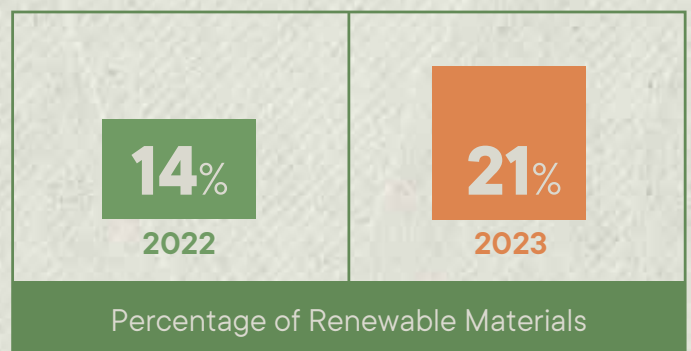
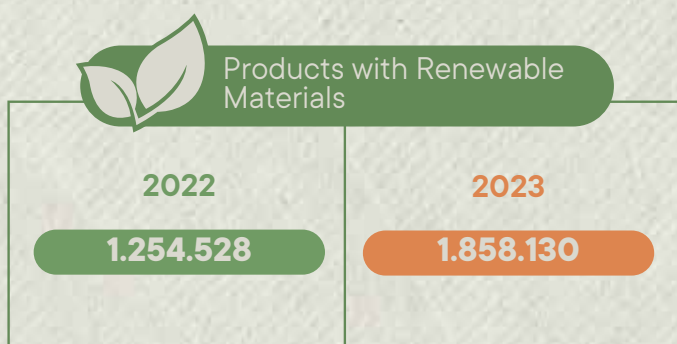
Category	2022	2023
Accessories	0%	0%
Apparel	8%	9%
Bags	46%	55%
Equipment	0%	1%
Footwear	0%	5%
Headwear	1%	0,34%
Logowear	0%	0%

In comparison, since 2021, the number of products with non-renewable materials has consistently declined, even as production volumes have continued to increase. Meanwhile, production of products with environmentally friendly materials has consistently risen. This demonstrates that we are steadily moving towards a greener direction, albeit gradually, but with a clear commitment to continually increasing both the content and the quantity of products made from environmentally friendly materials.



Overall, the number of our products containing environmentally friendly materials increased by 7% in 2023 compared to the previous year. The total number of products with environmentally friendly materials is 1,858,130, representing 21%, which exceeds the 20% target set for 2030. In terms of product quantity, there was a 48% increase in products made from environmentally friendly materials in 2023. This achievement is both a point of pride and a motivation for us to be even more enthusiastic in setting new targets within our sustainability strategy. However, we will also continue to ensure that every sustainability claim we make is supported by accurate and verifiable data.

We understand the importance of transparency in preparing this sustainability report. To avoid perceptions of greenwashing, we are also considering the possibility of openly disclosing more detailed information regarding the use of environmentally friendly materials in our products in the next sustainability report.



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

Product Defect

Product quality is our top priority. Therefore, handling material defects is an integral part of our commitment to quality and sustainability standards. Material defects, which include production flaws such as damaged fibers, uneven coloring, or texture inconsistencies, can impact the final product's quality and customer satisfaction. A high number of material defects can also lead to increased financial losses. On the other hand, irreparable materials can increase the amount of waste, thereby negatively impacting the environment. To address this issue, we have implemented a rigorous quality control system throughout our supply chain.

The Company began monitoring and evaluating product defects and reclamations periodically starting in 2020. Defects are caused by various factors, such as human error in the production process and display, storage, or handling during transportation. During the evaluation process, defects can be categorized into material defects, display defects, packaging defects, manufacturing defects, and storage defects. In 2023, the number of material defects increased to 33,174 pieces, or 13%, compared to the previous year. When compared to total production, the defect ratio for 2023 is 0.37%, up by 0.04% from 0.33% the previous year. Programs such as the EIGER Minimum Quality Requirement (EMQR), EIGER Minimum Workmanship Requirement (EMWR), and process improvements have not yet succeeded in reducing this defect rate.

Among the various causes of defects, manufacturing defects increased significantly in 2023. This increase is due to the Company's decision to raise its quality testing standards as part of its efforts to improve product quality for consumers. On the other hand, storage defects have seen a significant decrease. This improvement has been achieved through the installation of air regulators in storage areas, as well as enhancements in packaging and handling during shipping. In the coming year, the Company will focus on reducing defects by encouraging suppliers to improve quality, with the goal of decreasing the number of defects.

Category	2021	2022	2023
Total production	7.802.595	8.735.795	8.981.362
Material defect	1.836	3.611	3.672
Display defect	522	417	2.160
Packaging defect	11	3.831	897
Manufacture defect	5.162	4.371	15.878
Storage defect	8.631	17.016	10.567
Total defect	16.162	29.246	33.174
Total defect vs Total production	0.21%	0.33%	0.37%
Total Defect Changes		↑ 81%	↑ 13%

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


Energy Consumption Footprint

In its operational activities, PT Eigerindo MPI consumes energy from fossil fuel sources, such as petroleum and coal. The use of fossil fuels significantly contributes to greenhouse gas emissions, which play a major role in global climate change. To mitigate these negative impacts, we are committed to implementing various energy efficiency initiatives across all our operations.

One of the steps we have taken is adopting energy-efficient technologies, such as using LED lighting and more efficient ventilation and air conditioning systems, including HVAC. Additionally, we optimize energy use through smart energy management, including automatic controls to turn off electrical equipment outside of operational hours.

Since 2022, we have begun measuring and evaluating energy consumption at our Head Office and stores. With the increase in the number of employees and the optimization of workdays following the COVID-19 pandemic, we have developed a new format for energy consumption, using the unit of energy consumption at the Head Office, which is kWh per person per workday. After experiencing a decrease in 2022, electricity consumption at the Head Office increased by 3.76% in the following year, from 633,228 kWh or 2,279.6 Gigajoules, equivalent to 550.91 tons of CO₂eq, to 657,052 kWh or 2,365.4 Gigajoules, equivalent to 571.64 tons of CO₂eq. When calculated based on the load per employee per workday, in 2023, each employee at the Head Office consumed 63 kWh per staff per month. This figure represents a 23% reduction from 82 kWh per person per month in the previous year. Similarly, when distributed according to the number of workdays per month, each employee consumed 2.94 kWh of electricity per day in 2023, compared to 3.92 kWh per day the previous year, reflecting a 26% reduction in energy consumption. This decrease is attributed to an energy efficiency campaign conducted through various Company's internal media.

Through a combination of energy efficiency measures and a transition to more sustainable energy sources, we will continue our efforts towards decarbonization in the coming years. This will be driven by various innovations aimed at achieving increased energy efficiency, implementing renewable energy, and running green initiatives.

 Electricity Consumption at Head Office		
Year	kWh	kWh/staff/day
2021	659.048	4,8
2022	633.228	3,92
2023	657.052	2,94

In addition to electricity consumption at the Head Office, there are also operational activities using electricity at our 265 stores. In the previous Sustainability Report, we only accounted for electricity consumption from 11 stores on the islands of Sumatra, Java, Bali, and Sulawesi, with a total energy consumption of 1,010,290.40 kWh or equivalent to 894.54 tons of CO₂eq, or 115.93 kWh/m² in 2021, and 1,082,410.27 kWh or equivalent to 958.14 tons of CO₂eq, or 124.21 kWh/m² in 2022.

In 2023, we began accounting for energy consumption at 51 of our stores located on the islands of Sumatra, Java, Kalimantan, and Sulawesi. The energy consumption from 19% of our stores amounted to 3,442,764.76 kWh, or equivalent to 3,078.34 tons of CO₂eq, or 148.61 kWh/m². This figure indicates a significant increase of 19.64% compared to the previous year's per m² consumption calculation.

This increase serves as a lesson and an opportunity for improvement, prompting us to strive further in enhancing energy efficiency, particularly in our stores.

	2021	2022	2023
Total Store	11	11	51
Electricity Consumption (kWh)	1.010.290,40	1.082.410,27	3.442.764,76
Store Area(m ²)	8714,4	8714,4	23.166,73
Average Electricity Consumption (kWh)	115,93	124,21	148,61

As in previous periods, there has been an increase in the intensity of electricity consumption at the stores due to several events held at the stores and the addition of one operational hour on weekends. This provides us with valuable feedback for evaluating how to align energy efficiency in our stores with the measures implemented at the Head Office. Despite the increase in activities and operations, we will consider making improvements, including raising awareness among store employees to continuously, and collaboratively enhance energy efficiency.

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

In addition to measuring and managing energy consumption at our Head Office and stores, the Company also monitors the energy consumption used by our suppliers to produce our orders. The calculation is carried out proportionally to the goods produced for the Company, thus allowing us to track the electricity consumption costs associated with each product.

In 2022, the number of our suppliers increased from 52 in the previous year to 59. This number remained the same in 2023. Of the total suppliers, 8 primary suppliers provided their electricity consumption records for 2021, and this number rose to 22 suppliers in 2022, meaning that 37.29% of our suppliers have provided data on electricity consumption per product ordered. In 2023, this figure significantly increased again to 52.54%, with 32 suppliers providing data on electricity consumption for producing our goods.

	Total Local Supplier	Total Suppliers with Electricity Consumption Recorded at PT Eigerindo MPI	% Progress
2021	52	8	15,38%
2022	59	22	37,29%
2023	59	32	52,24%

The electricity consumption from 32 of the Company's suppliers for producing EIGER products is 0.37 kWh per item, an increase from 0.35 kWh per item recorded in the previous year with 22 suppliers. The range of average electricity consumption among suppliers is from 0.06 kWh per item for producing jackets to 1.99 kWh per item for producing T-shirts.


Indirectly, improving the electricity efficiency of suppliers in producing the company's orders is also our responsibility. To contribute to reducing electricity consumption, in 2023 we conducted a webinar on Environmental Management Systems and ISO 14001, where suppliers were expected to raise awareness and implement changes to reduce their negative impact to the environment.

	Total Suppliers with Electricity Consumption Recorded at PT Eigerindo MPI	Electricity Consumption (kWh) per Product Item
2021	8	0,37
2022	22	0,35
2023	32	0,36

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

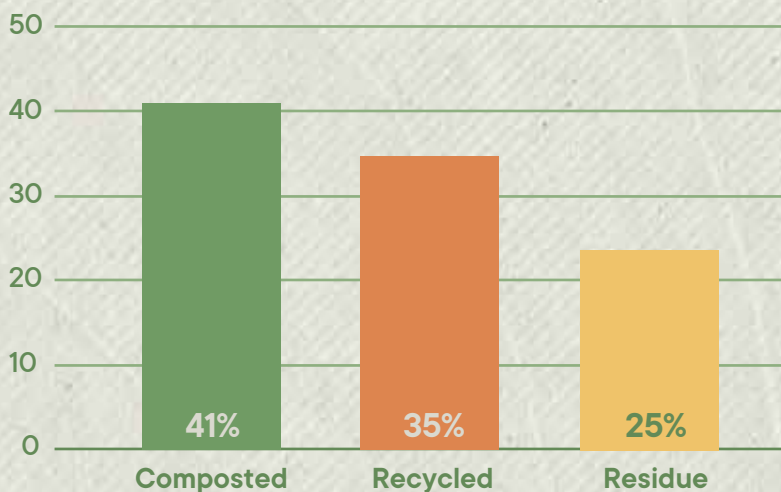
Managing Waste Generated by Employees and Consumers

Managing waste is a crucial step in efforts to reduce emissions and preserve the environment. At the end of 2022, we began implementing several initiatives to manage waste. As a pilot project, in collaboration with a third party, we managed waste from employees at the Head Office. In 2023, with a workforce of 965 employees, the waste generated amounted to 166 kg per working day. Each employee, on average, contributes 18.9 g per working day, with the majority, or 41%, being organic waste. The second largest type of waste is paper, accounting for 27%, followed by miscellaneous waste at 25%. We also counted glass, metal, and plastic waste, although their amounts are not significant, being below 5%.

	116 kg Waste generated per workday	Glass	Metals	Plastic	Paper	Organic	Others
		0,8%	0,3%	4,9%	27,5%	40,8%	

(GRI 306-3)

Without proper waste management, the waste that we generated as described above will end up in Landfills (TPA), producing greenhouse gases such as methane, which significantly contribute to climate change. Waste management efforts ultimately result in only 24% of the waste being left as residuals, while 41% is converted into compost and 34% is recycled. By implementing an effective waste management system, such as waste separation, recycling, and composting, the office can reduce the amount of waste that becomes residual. In 2023, the potential reduction in emissions resulting from these initiatives is 8,140 kg CO₂eq per month.



Potential for Carbon Emission Reduction Due to Waste Processing



8.140 kg CO₂eq per month

(GRI 306-4)

In addition to the waste management efforts at the Head Office, we also implement the Plastic Pay initiative, where EIGER encourages employees and consumers to participate in transforming environmentally damaging plastic waste into useful products. The collected plastic bottles are then recycled into Recycled Polyester Staple Fiber (Re-PSF), yarn, and fabric. There are eight Reverse Vending Machines (RVMs) used for this program, which, during 2023, processed plastic bottles weighing a total of 1,298.39 kg, equivalent to 69,433 bottles.

We hope this initiative serves as a positive inspiration for employees and consumers to reduce their contribution to waste generation and to adopt a sustainable lifestyle.

**Social
Journey**

04

Driving Force of Sustainability

As a retail company that has just begun to enter the global market, PT Eigerindo MPI is committed to conducting its business in a responsible and sustainable manner. With over 2,400 employees work across various locations, we recognize that our employees are the driving force behind our sustainability efforts. We believe that managing social aspects with a focus on employee welfare and their development is crucial in our journey towards sustainability. Through this report, we aim to demonstrate our commitment to creating an inclusive and safe workplace while contributing to the economic advancement of the surrounding communities.

Compared to the previous year, the number of company employees has significantly increased from 2,045 to 2,440. This growth not only reflects business expansion but also demonstrates our commitment to job creation and community empowerment. The increase in the number of employees has had a positive impact on the company's productivity and revenue. This is supported by training programs tailored to current needs for store leadership and retail assistant levels.

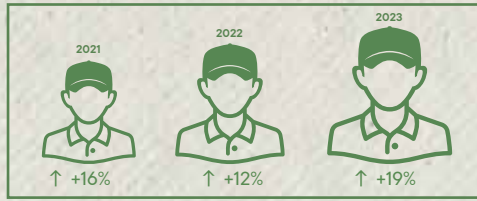
As the number of employees increases, our challenges in aligning with our vision and mission, including sustainability, also grow. From a social perspective, diversity and inclusion become key focuses, with employees from various backgrounds enriching the work culture and broadening perspectives in decision-making. In terms of governance, the rising number of employees drives us to reinforce policies on transparency and accountability, ensuring that each individual understands and upholds high ethical and compliance standards.

In 2023, the company's workforce totaled 2,440 employees distributed across 28 provinces in Indonesia. Following the ease of COVID-19 pandemic, the number of employees continued to increase by 19.3%, a larger rise compared to the 12.3% increase the previous year. This growth aligns with the expansion of our outlets in various regions. With the significant increase in employee numbers in 2023, the Company is committed to maintaining employee engagement and experience. This commitment is evidenced by the Great Place To Work® certification awarded to the Company in March 2023. This certification is given to companies that meet three indicators: trust, pride, and camaraderie, reflecting a positive workplace where employees can grow and develop.



The Company's efforts to manage employee engagement include organizing employee sports and health activities, such as the Eigerindo Championship, EX-Sport Activities, and Health Talks. Additionally, the Company hosts annual events such as SCORElaboration, Buka Bersama, Independence Day, and Christmas Eve. An employee reward system is also in place, providing benefits such as travel expenses, gadgets, housing benefits, pilgrimage trips for Muslim employees, and religious trips for Christian employees, all of which are awarded through a lottery or selection as a form of appreciation.

Regarding employee experience, the Company supports employee performance by providing a comfortable office environment, advanced technology, and internalizing Company culture to foster harmonious working relationships. The Company also accompanies employees throughout their journey, from the recruitment process and onboarding to their tenure and eventual resignation.



(GRI 3-3)

Sustainability Wheels Table 2023

The driving force of the workforce	By Gender		By Age Groups			By Position	
	Female	Male	<30 year	30 - 50 year	>50 year	Head Office	Store
2021	702	1.119	1.170	385	14	638	1.183
2022	780	1.265	1.564	440	41	829	1.216
2023	940	1.500	1.871	524	45	965	1.475

(GRI 401-1)

Creating Inclusive and Fair Work Environment

In our journey to surpass boundaries, we implement policies that provide equal opportunities for all employees, regardless of background, gender, religion, or nationality. We believe that diversity and inclusion are key strengths that drive innovation and creativity in the workplace. Therefore, we are committed to creating an inclusive work environment where every individual feels valued and supported in their career development.

To realize this commitment, we have implemented various initiatives, including a transparent and fair recruitment process, equitable career development through professional training, performance-based internal promotions, and compensation policies.

In our efforts to promote diversity, we acknowledge potential negative impacts, such as conflicts among employees, which could affect efficient communication and potentially resulting in time-consuming decision-making. To address these challenges, we strive to continuously communicate the Company's vision, mission, and universal values, ensuring they are embraced by all employees and serve as a foundation for guiding all employees as the driving force of the Company. "Blessed and Blessing" serves as the primary foundation for our employees' work and is the universal value underlying every action taken.

As has been explained earlier, the number of employees at the Company in 2023 was 2,440. The increase in employee numbers was predominantly in the retail sector, accounting for 21%, in line with our expansion efforts.

Position/ Location	2021	2021	2023
Head Office	638	829	965
Retail	1.183	1.216	1.475

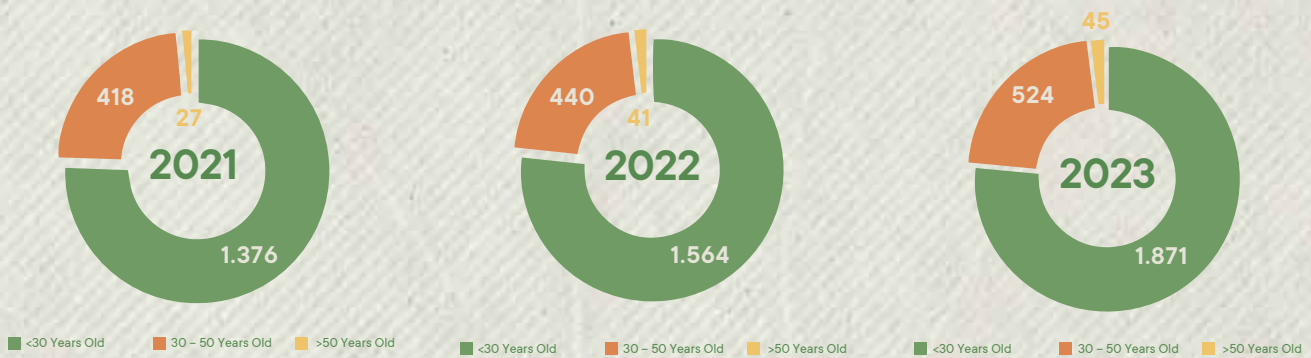
As a company that is engaged in retail business, the majority of our employees, who are the main driving force of the Company, are under 30 years old. In 2022, employees under 30 years old constituted the largest workforce segment, making up 77%, or 1,871 employees. This workforce has brought valuable energy, creativity, and perspectives to the Company. However, they also have high expectations regarding career development and work-life balance, as well as a desire for consistent feedback and recognition.

We address these challenges by implementing various initiatives that are specifically designed to meet the needs of the younger generation. Skill development programs, such as the Individual Development Plan and Easy Friday (a knowledge-sharing forum held in a relaxed atmosphere), are conducted regularly to ensure that these young drivers can develop and contribute to their fullest potential.

Additionally, we place great importance on open and transparent communication. In 2023, we launched the BESTIE program, which allows employees to provide feedback to the Company through designated channels. Through this program, we listen to and respond to employee input, thereby fostering a supportive and motivating work environment. By nurturing and developing the younger workforce, we not only build a competent and loyal team but also create a strong foundation for the Company's sustainable growth.

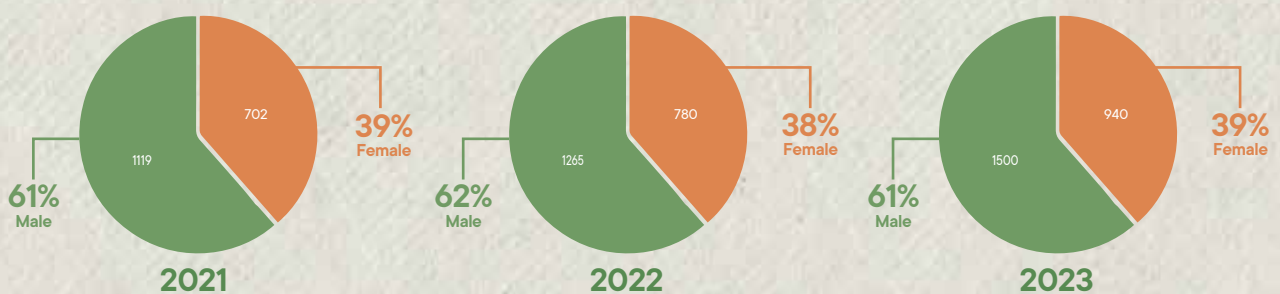
The next generation, comprising 21% of our workforce, consists of employees aged 30 to 50 years. We conduct Eigerindo Supervisory Development Program trainings (for supervisory level and above) to equip first-line management with the skills needed to fulfill their responsibilities and duties as required by the Company.

We acknowledge that we have not yet achieved workforce diversity based on age within our business, but we continuously strive to create balance.



Over the past three years, the proportion of female employees in the Company has been 39%, with a higher concentration of women working in retail stores compared to the Head Office. While our consumer base is predominantly male, we still need gender balance in our workforce to ensure that every employee has equal opportunities to develop, contribute, and reach their full potential.

We have implemented various policies to support gender equality, including fair recruitment practices and career development initiatives that are focused on empowering female worker. We also encourage women's participation in leadership and decision-making positions, with the expectation that this will foster innovation and enhance financial performance. Our commitment to gender equality is also reflected in a work environment that listens to and values every opinion, as well as in optimizing work-life integration to support individual and family needs. In 2023, we also began preparing a Day Care program and facility, prioritized for female employees with young children. By supporting gender equality, we not only contribute to a more fair and equitable society but also build a strong foundation for the Company's sustainable growth and long-term success.

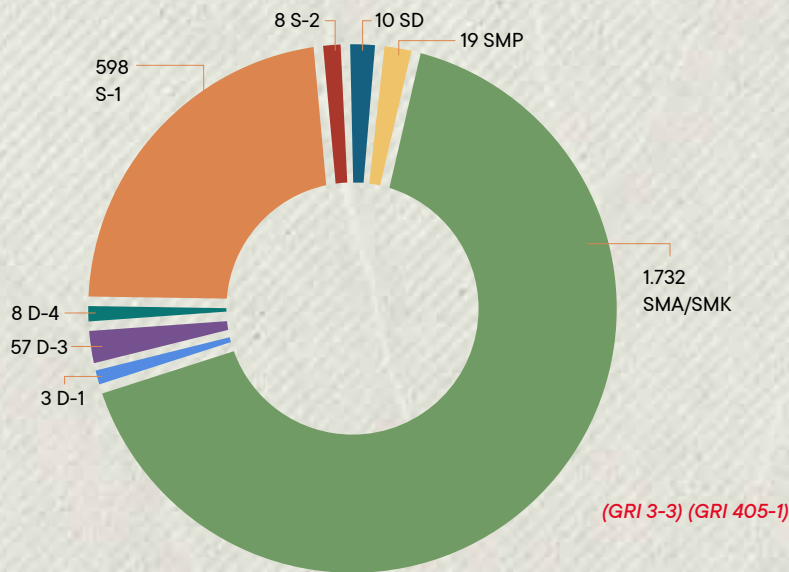


As we navigate towards a globalized world, the educational level of our employees is one of the crucial key to creating a better and more sustainable future. In terms of educational background, we are proud to have a diverse workforce, including a majority with Senior High School/ Vocational High School (SMA/SMK) education, comprising 71%. We recognize that they bring unique perspectives and practical skills that are particularly valuable, especially as the front line in our stores.

To empower and enhance their skills, we have developed various training and development programs specifically designed for employees with this educational background, such as the Retail Assistant Development Program. This program is tailored to meet the job requirements and competencies of retail assistants. We believe that by providing the right support and continuous learning opportunities, employees with a Senior High School/Vocational High School (SMA/SMK) background can develop into competent professionals who significantly contribute to the Company and support sustainability.

Additionally, we understand that employees with a bachelor's degree background play a key role in driving the Company towards success in the global market. Employees with higher education possess strong analytical skills and valuable international insights essential for addressing global challenges. They also have the ability to quickly adapt to technological changes and industry trends, bringing innovations that can enhance the Company's competitiveness on the international stage.

Over the past three years, the proportion of employees with a bachelor's degree or higher has significantly increased, from 16% in 2021 to 25% in 2023. This level of education ranks second after Senior High School/Vocational High School (SMA/SMK) in terms of employee numbers. The majority of employees with a bachelor's degree work at the Head Office, where strategic roles and functions are required.



New Workforce

During the period of 2023, we recruited 907 new employees. The majority of these new hires are store employees, in line with our business expansion. In terms of age, most of them are under 30 years old.

Turnover of Workforce

We continue to strive to minimize employee turnover as much as possible. For us, a high turnover rate serves as an indicator to continually evaluate the organization and its employees, ensuring that the Company remains a conducive environment for employee growth.

In 2023, our employee turnover rate was 8.98%, representing a 1% increase from the previous year. Various programs and employee meetings are organized to provide motivation and encouragement, including through initiatives such as EIGER Talk.

Employee Turnover (Average per Year)	2021	2022	2023
		7,46%	7,95%

Improvement of the Local Economy

In addition to having strategies for expanding into international markets, the Company also has a primary goal of contributing to the local economy, especially in the areas where it operates. This is evidenced by job creation and local economic development. In each operational area, the Company strives to contribute to the economic well-being of employees by providing wages above the regional minimum wage. The comparison between the wages paid and the local minimum wage demonstrates the Company's competitive wage level, which can influence the local labor market.

PT Eigerindo MPI operates in 28 provinces, 92 regencies, and 60 cities across Indonesia. In 2023, there were 1,475 retail employees spread across these areas, representing 60% of the total workforce. We are committed to recruiting local labor. Therefore, retail employees at all our stores are hired from the local area, except in cases where store managers from other regions are temporarily transferred, or employees from other locations are brought in to share knowledge through training. We also pay employee wages in accordance with the applicable Regional Minimum Wage (UMK) in each area, as per current regulations, for both permanent and temporary/contract employees. We hope this will contribute to the economic well-being of our employees.

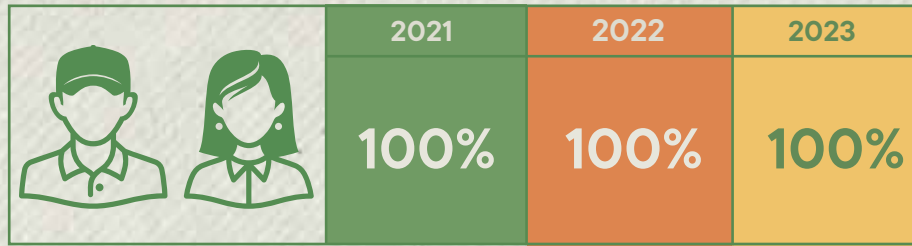
(GRI 202-2)

Distribution of EIGER Adventure Stores Across 37 Provinces on the Map of Indonesia



■ Distribution of EIGER Stores across Indonesia

In 2023, we expanded by adding 28 stores in various regions, increasing the total from 237 stores in 2022 to 265 stores in 2023. This effort will, of course, create job opportunities for the local communities around the stores. Below is a comparison of the average entry wage ratio compared to the local Minimum Wage (UMR).



(GRI 202-1)

Benefit for Workforce

PT Eigerindo MPI understands that employee well-being is key to maintaining business stability and sustainability. One of our strategies to optimally minimize employee turnover is to continuously create a robust and conducive organization where employees can grow and thrive. The Company consistently strives to provide competitive compensation and benefits for all employees who are growing and delivering their best performance. Here is a list of benefits included in our compensation system. In addition to providing salaries, the Company also offers holiday allowances, relocation allowances, transportation allowances, life and health insurance through BPJS, marriage allowances, allowances for children's circumcision and baptism, death benefits, attendance allowances, communication allowances (as per job requirements), maternity leave, annual bonuses, pilgrimage bonuses for Umrah/Hajj, and pocket money. In addition to these benefits, the Company also provides a housing bonus as a form of appreciation for employees who have delivered exceptional performance for 5 years or more with the Company. Furthermore, the Company offers a car ownership program (COP) to facilitate employees who wish to own a motor vehicle, which is provided as part of the experiential benefits according to the employee's grade.

(GRI 3-3) (GRI 401-2)

Type of Allowance	Permanent	Contract
Basic Salary	○	○
Religious Holiday Allowance	○	○
Mutation Allowance	○	○
Transportation Allowance	○	○
Life & Health Insurance (BPJS)	○	○
Maternity leave	○	○
Circumcision and Baptist Child Allowance	○	○
Death Allowance	○	○
Married Allowance	○	○
Attendance Allowance	X	○*
Communication Allowance	○	○
Yearly bonus	○	○*
Umrah/Hajj bonus	○	○
Pocket money	○	○
Traveling	○	○
Gadget	○	○

Rights of Maternity Leave and Child Care

Currently, the majority of our workforce consists of young people with family. Therefore, it is important to create an atmosphere that supports an inclusive and family-friendly work environment. As stated in Law No. 13 of 2003 concerning Manpower, Article 82 specifies that female workers are entitled to one and a half months of leave before and after childbirth, while women who experience a miscarriage are entitled to one and a half months of rest or as specified by a doctor's or midwife's certificate.

We have a policy to honor the rights of women who give birth by providing maternity leave in accordance with applicable regulations, and this condition will not affect the employee's job security, career, or remuneration. We believe that this will have a positive impact on employees and can enhance their morale and productivity.

In 2023, we are preparing a Day Care facility at the Head Office, which will provide childcare services for employees' young children. In time, this program will be managed by qualified and professional caregivers specializing in early childhood care and will be equipped with various amenities, including monitoring access for parents through CCTV cameras while they are at work.

The reemployment ratio of company employees related to maternity leave, with a total of 53 employees taking leave, is 100%, and the retention rate after 12 months is also 100%. Our commitment to the program of maternity leave rights and this additional support reflects the Company's values of respecting each individual and contributing to the long-term sustainability of the Company through a happy and healthy workforce.

(GRI 3-3) (GRI 401-3)



Enhancing Workforce Capacity

From the overview with regard to employee age and education levels as the driving force of the Company, we recognize that enhancing employee capacity is a critical aspect determining the Company's development trajectory. Based on the principle that every employee has the right and opportunity to participate in training and education, we believe that the training and education provided will enhance productivity and job quality, identify employee talents, and increase employee satisfaction, and thereby also earning the Company a good reputation.

In 2023, the Company provided 32 types of training and certifications to a total of 3,383 employees, with 63% being male employees and the remaining percentage being female employees. This distribution is proportional to the number of male and female employees. However, when examining the average training hours for male and female employees, it is noted that female employees received more training. Overall, the training amounted to 201,830 learning hours, an increase of 135% compared to the previous year. This increase is attributed to the E-Learning Product Knowledge program, which involved 1,922 employees participating in one hour of training daily for 90 days.

Compared to the previous year, the number of training participants has decreased significantly, from 7,032 employees to 3,883 employees, a reduction of 44%. This decline occurred because operational activities were not fully underway in the previous period due to the Covid-19 pandemic, which allowed for more time to be dedicated to capacity building through training. The majority of training conducted in 2023 was focused on enhancing hard skills, accounting for 93%. The average learning hours have increased more than threefold due to the E-learning activities provided for the retail workforce.

	2021	2022	2023
The average number of modules studied each month	3	3	7
Number of training participants	8,968	7,032	3,883
Total number of study hours	82,508	85,978	201,830
Average study hours	9	12	52
Soft competency	7	12	2
Hard competency	31	15	30

Average study hours

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



89,83 hours



78,26 hours

Occupational Health and Safety

A healthy and safe working environment is a fundamental human right, as outlined in international regulations such as those set forth by the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), and the World Health Organization (WHO). A healthy and safe working environment is also one of the targets of the Sustainable Development Goals (SDGs).

Therefore, Occupational Health and Safety (OHS) is a critical aspect of the Company's operational activities, especially given our business expansion into international markets. We understand that our success in the global market requires a strong commitment to protecting employees across all our operational regions.

To support the programs and policies related to Occupational Health and Safety (OHS) in preventing and reducing potential hazards in the workplace, we implement principles such as establishing OHS policies for management approval, reporting OHS incidents to both management and the Department of Labor, conducting investigations to identify the causes of accidents and determining corrective actions, and providing appropriate OHS training to employees.

As a preventive measure against workplace and store accidents, throughout 2023, we conducted assessments and made improvements related to Occupational Health and Safety (OHS) at 17 stores, focusing on the provision of facilities and infrastructure. We initiated the OHS program by identifying potential hazards related to work, including ergonomic issues, work-related accidents, accidents involving machinery and equipment, as well as potential disasters and other emergency responses. Following this, we performed compliance assessments to ensure alignment with applicable OHS regulations and requirements.

Employees can report hazardous situations to the department responsible for this area, namely the Health, Safety, and Environment (HSE) department. The HSE team will then follow up on these reports to anticipate or eliminate the hazards. Upon receiving a report, the HSE team will review it, conduct an evaluation, and issue policies related to the hazardous situation.

In 2022, we established the Occupational Health and Safety Committee (P2K3) as a forum for discussing OHS matters. This committee, composed of representatives from each division, collectively addresses general OHS issues in the workplace, plans, implements, and monitors the OHS programs that have been developed.

With a commitment to maintaining an effective OHS system, the Company conducts various training programs, including disaster preparedness training for earthquakes and fires in collaboration with the Fire Department. Additionally, the Company provides specialized training and certification from the Ministry of Manpower for employees engaged in hazardous activities, such as working at heights (TKBT), welding, Class DC firefighting, Electrical Safety Technicians, and forklift operation. By the end of 2023, 20 employees have been certified according to the Indonesian National Work Competency Standards for OHS.

Employee Work-related Accident Rate

Number of fatalities as a result of work accidents	0
Number of hours worked	4.408.762
Fatality rate as a result of work accidents	0
Work accident rate with high consequences (excluding fatalities)	0
Number of work accidents with high consequences (excluding fatalities)	0
Work accident rate that can be recorded	1,59

We recognize that employees are the driving force of the Company, and so the health of our employees is the most valuable asset that can propel the Company's progress. Therefore, we have implemented various initiatives to ensure the physical and mental well-being of our employees. Some of the routine programs conducted in 2023 include health webinars, blood sugar testing for employees, medical check-ups, blood donation drives, and other activities. To promote a healthy lifestyle, we have also organized programs such as the Fat Loss Championship.

To comply with national regulations, we have enrolled all employees in the BPJS Health program. We believe this will enhance employees' quality of life, enabling each individual to be healthier, better equipped to face job challenges, contribute effectively, and ultimately strengthen the company's competitiveness in the global market.

The Occupational Health and Safety (OHS) management system program is developed based on a risk analysis of the Company's operational activities and suppliers. This includes incorporating OHS indicators into supplier assessments and conducting training sessions such as webinars related to OHS.

No Child Labor Policy

The Company has a policy to avoid direct or indirect involvement in activities that violate human rights, such as human trafficking, child labor, and labor trafficking. In line with PT Eigerindo's code of ethics, we strictly prohibit child labor and forced labor. All of our employees are at least 18 years old at the time of recruitment, in accordance with the minimum working age regulations stipulated in labor laws and outlined in the Company regulations under Article 4 regarding employee acceptance requirements. Additionally, the prohibition of child labor and forced labor is also included in the Sustainability Minimum Requirements applied to third parties through due diligence.

(GRI 408-1)

**Journey
to Good
Governance**

05

Journey to Good Governance

We believe that effective corporate governance plays a crucial role in enhancing trust to the Company among various stakeholders and ultimately expanding job opportunities and fostering economic growth in alignment with sustainable development principles. As we push beyond boundaries, this will enhance our competitiveness on the global stage and positively contribute to environmental preservation and social welfare.

Recognizing that the implementation of good corporate governance is not solely driven by regulatory requirements, in 2022 we developed a code of conduct to promote individual awareness regarding ethics. We believe this will support the long-term sustainability of the corporation.

In the structure of Good Corporate Governance (GCG), the main organs of the company consist of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors/CEO, with the highest organ being the GMS. The Board of Commissioners and the Board of Directors/CEO are accountable to the GMS, as stipulated in Law No. 40 of 2007 concerning Limited Liability Companies.

The General Meeting of Shareholders (GMS) is the highest organ in the governance structure, serving as a forum for shareholders to approve and ratify significant matters concerning the interests of the Company, in accordance with the provisions in the Articles of Association and applicable laws and regulations. The Company holds the GMS at least once a year.

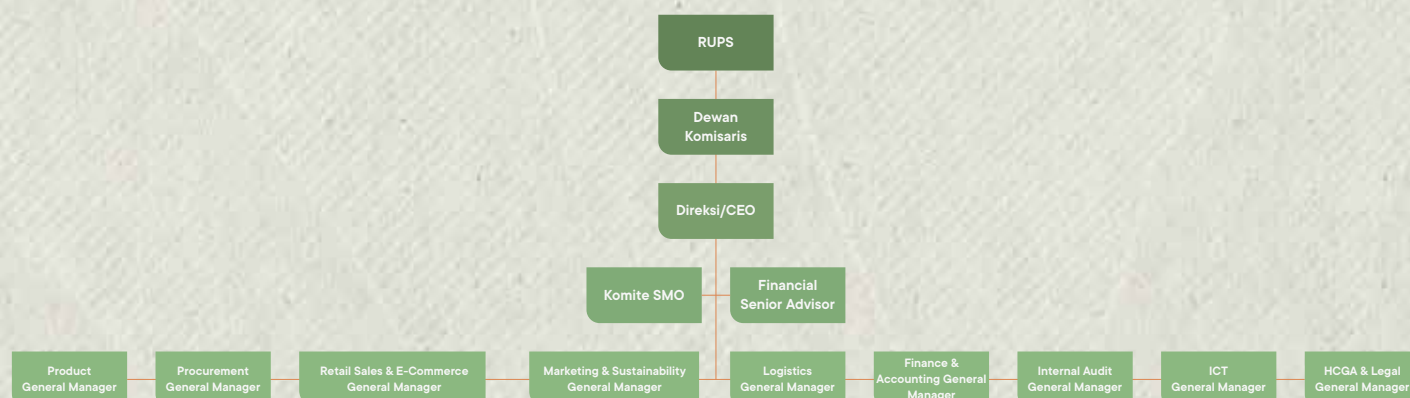
The Board of Commissioners is responsible for providing advice and supervision to the Board of Directors/CEO in formulating strategies and managing the Company, including in the implementation of Good Corporate Governance (GCG) principles within the Company. The Board of Commissioners is appointed by the shareholders through the GMS mechanism, with a term of office as stipulated in the Company's Articles of Association.

The Board of Directors/CEO is responsible for managing daily operations of the Company to ensure alignment with its objectives. The primary duties of the Board of Directors/CEO include planning and directing long-term corporate strategies through the management of policies, customer satisfaction, and a conducive organizational climate in accordance with the Company's vision, mission, and values. This is aimed at producing both local and international products and achieving sustainable net profit growth targets.

In the coming year, we will strengthen our policies in accordance with the Indonesian General Guidelines for Corporate Governance (PUG-KI), which establish globally standardized corporate practices to achieve the creation of sustainable corporate value in the long term.

The main organizational structure of the Company is as follows:

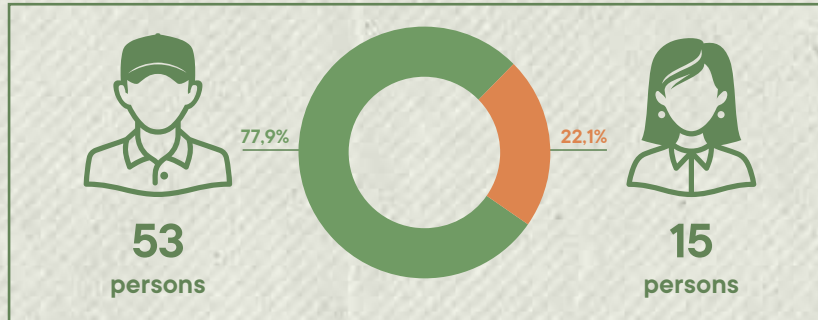
(GRI 2-9)



Diversity in the Management

Diversity in management (both top and middle management) is also a key focus for us, as we aim to foster a more diverse and inclusive work culture. In addition to representing a broad range of individuals within the company, diversity in leadership can also generate innovative new ideas and bring different perspectives to decision-making and problem-solving, helping to identify blind spots and biases that might otherwise be overlooked. Following is the percentage of diversity in the management based on gender and age:

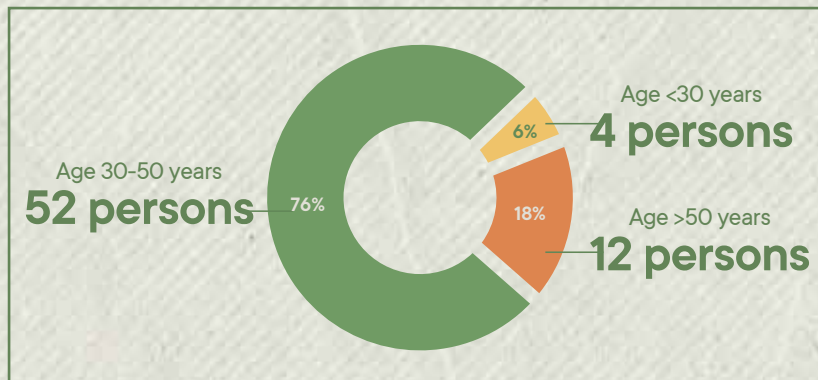
Pie Chart: Composition of Management based on Gender in 2023



In 2023, out of a total of 68 top and middle management members, the percentage of women was recorded at 22.1% (up to the manager level), representing a 5% increase compared to the previous year. This increase reflects our commitment to providing equal opportunities without gender bias, particularly at the management level.

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

Pie Chart: Composition of Management based on Age in 2023



In terms of age, 76% of management members are between the ages of 30 and 50, followed by 18% who are over 50 years old, and the remaining 6% are under 30 years old.

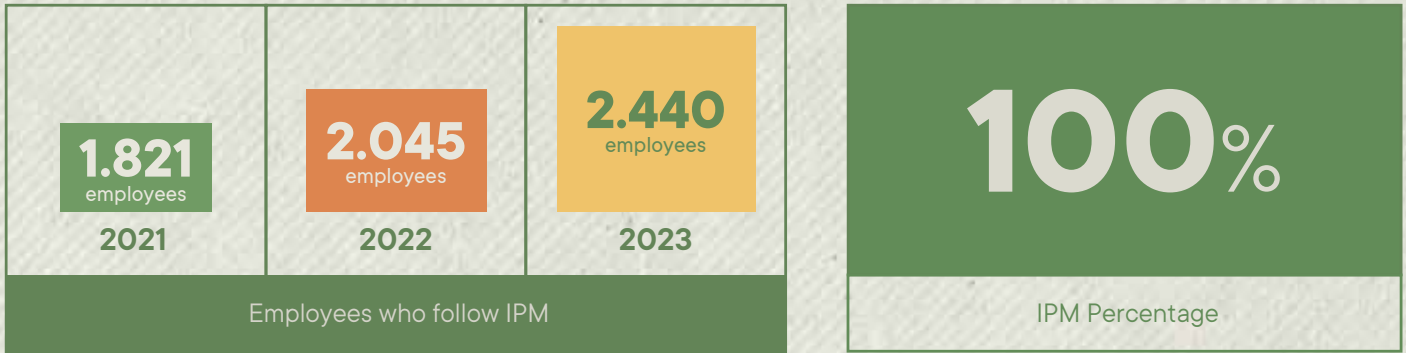
Conducting Assessment of the Company's Workforce Performance

At PT Eigerindo MPI, employee performance assessment is a key element for achieving operational excellence and enhancing productivity. A systematic and transparent performance evaluation not only helps in identifying each employee's strengths and areas for development but also serves as a strategic tool for designing more targeted development programs. The system implemented by the Company is the Individual Performance Management (IPM) system, through which we ensure that every employee receives constructive feedback beneficial for their professional growth. Through this system, we promote a work culture focused on achievement and continuous improvement, where the Company's strategy is translated into activity plans which will be then assessed through Key Performance Indicators (KPIs). The IPM system has been in place at the Company since 2021 up to the reporting year.

We recognize that the implementation of the IPM performance evaluation system significantly impacts employee motivation. Therefore, it is crucial for management to ensure appropriate and balanced workload distribution. We continuously strive to align competencies to support employee development in performing their tasks.

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

Percentage of Employees in the IPM System.



Embarking on A Journey

06

Embarking on A Journey

As a retail company with a focus on outdoor activity products, we are committed to executing our corporate social and environmental responsibilities in a holistic manner. This effort begins with our supply chain, where suppliers play a crucial role in creating environmentally friendly and ethical products. Therefore, we have developed a special program aimed at enhancing sustainability standards throughout our supply chain. We began this journey by assessing the issues, impacts, and risks associated with the production process. Our actions include increasing the use of environmentally friendly materials produced through socially responsible methods, measuring and reducing waste—including packaging waste—monitoring and reducing energy consumption, adopting labor practices that comply with regulations, and collaborating with suppliers who adhere to sustainable practices.

With the increasing interest in outdoor activities following the end of the Covid-19 pandemic, the demand for our products has also risen. In response to this need, in 2023 we produced a total of 8,981,362 items, marking a 3% increase from the previous year's production of 8,735,795 items. This production was carried out by 59 suppliers, of which 13, or 22%, have undergone due diligence regarding their sustainability practices.

In 2021, we developed an assessment system for supplier sustainability practices, known as the Sustainability Minimum Requirement, which is part of the EIGER Sustainable Supply Chain program. We conduct due diligence to prevent, mitigate, and address potential negative impacts related to business practices and governance, labor, and environmental aspects of our suppliers. As of 2023, we have conducted due diligence and provided support to 22% of our total suppliers. To date, the due diligence we have conducted is still internal in nature, and no assessments have been performed by third-party auditors; however, we will consider this in the future.

From the due diligence conducted on 13 suppliers, the sustainability practices of 2 of our suppliers have achieved a high performance rating against the Sustainability Minimum Requirement. Four suppliers are at a medium performance level, three suppliers at a low performance level, and two others are at a very low performance level. These results indicate that there is still significant room for improvement in the sustainability practices of our suppliers, which aligns with our commitment to fulfilling social and environmental responsibilities within the supply chain. In general, compared to the previous year, the average sustainability performance score of our suppliers is 66, representing an increase of 14% from the score of 58 in the previous year. The assessment range is from 38 to 96, with improvement ranging from 2% to 123%.

Based on the overall performance scores of all suppliers, the business and governance aspects received the lowest ratings, indicating that we will prioritize improvements in this area going forward. Furthermore, when analyzed by the number of issues where suppliers have not met our evaluations, the employment aspect has the highest number of issues, totaling 32, followed by business practices and governance with 23 issues, and environmental challenges with 21 issues.

Although the environmental aspect has the fewest issues compared to others, we recognize that our industry significantly contributes to harmful environmental externalities through water consumption and various forms of water pollution resulting from chemicals used in dyeing and tanning processes, as well as air pollution from the energy consumed during manufacturing. This impact has the potential to damage the Company's reputation and could lead to increased costs in the long term. We also acknowledge that most of our suppliers are located in Indonesia, a developing country with limited environmental oversight. Therefore, as part of our stakeholder responsibility, we are committed to encouraging entities in this industry to collaboratively reduce environmental impacts. Of all our suppliers in Indonesia, only 3% have passed the assessment for participation in the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM). We are considering encouraging other suppliers to enhance their performance in this area.

We encourage and monitor suppliers to implement improvement measures, particularly in the lowest-performing areas of business practices and governance in order to collectively enhance sustainability practices through training and technical guidance. Additionally, to further motivate and recognize our suppliers, we hold an annual Supplier Gathering, where in 2023, we adopted the theme “Stitching Together for a Better Future.” Based on the assessments conducted, we award suppliers who have demonstrated the best sustainability practices and made the most significant improvements throughout the year. Through these awards, we hope to emphasize the importance and strategic value of sustainability practices to our suppliers.

In the future, we are considering increasing the number of suppliers assessed by us to reach 100% by the year 2030. With this approach, the Company reaffirms its commitment to becoming a leader among similar national companies, fostering a collaborative journey towards the well-being of stakeholders and our beloved planet.

Supplier Performance on Sustainability Minimum Requirement Due Diligence



(GRI 3-3) (GRI 204-1) (GRI 308-1) (GRI 308-2) (GRI 414-1) (GRI 414-2) (CG-AA-430a.2) (CG-AA-430b.1) (CG-AA-430b.2) (CG-AA-430b.3)

Suppliers’ Driving Force

Our journey together with suppliers is not only an effort to produce quality and environmentally friendly products but also to contribute to the social and economic well-being of the communities in which our suppliers operate. Our production activities impact job creation, local economic growth, as well as increased tax revenue and investment. As a responsible Company, we recognize the importance of ensuring that our entire supply chain supports fair and ethical labor practices.

Based on the data we have collected, the Company’s suppliers employ an estimated 28,700 individuals. This figure is linked to our production and reflects a spectrum of indirect economic impacts.

In this sustainability report, we conducted a survey of 34 local suppliers, representing 58% of our total suppliers, regarding their workforce profile. This figure exceeds our previous target of 20%. The profile includes data on gender, age, education, and roles within management levels, providing a more detailed overview of the driving force behind our production.

Based on this data, we found that out of 16,658 workers, 72% of our suppliers' driving force is female, highlighting the need to focus on women's empowerment in the workplace. At the management level, 35% of those in managerial positions and above are women, reflecting a positive figure and a strong commitment to gender diversity.


In terms of age, the majority of our suppliers' driving force is under 30 years old, accounting for 54%. This younger workforce provides a competitive advantage, as they bring fresh perspectives, high energy, and strong adaptability to change. Therefore, we encourage our suppliers to create opportunities for young employees to grow and contribute fully, thereby strengthening their teams and supporting long-term sustainable goals. Based on educational level, 91% of the driving force has a background in secondary education or below. This demonstrates that our production creates opportunities for many workers with lower levels of education. However, this also presents challenges in enhancing their skills and education.

Since conducting due diligence on the sustainability practices of our suppliers, we have ensured their compliance with labor regulations, including fair wages and safe working conditions. These measures not only help improve the welfare of workers but also contribute to the enhancement of product quality and the long-term sustainability of our entire supply chain.

Profile of Suppliers' Workforce

Supplier Workforce	Male	Female
	38%	72%

MANAGEMENT LEVEL	Top Management		Supervisor		Staff/Operator	
	Male	Female	Male	Female	Male	Female
	120	66	216	309	4.425	11.522
Female based on Manajemen		35%		59%		72%

	PKWT		PKWTT		Daily Worker	
	Male	Female	Male	Female	Male	Female
	2.222	5.833	1.933	5.842	455	373
Total Female Per Status		72,41%		75,14%		45,05%

AGE	<30		30-50		>50	
	Male	Female	Male	Female	Male	Female
	2.583	6.402	1.900	5.303	159	311

EDUCATION	<Junior High School		Senior High School		Diploma		S-1 & D-4		S-2 & S-3	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	1.159	5.833	2.968	7.295	215	326	301	442	45	29
	30,24%		61,61%		3,25%		4,46%		0,44%	

(GRI 3-3) (GRI 203-2)

**Guiding the
Journey
Downstream**

07

Guiding the Journey Downstream

The Company has a social responsibility to make a positive contribution to the community, particularly in the surrounding areas where it operates. Allocating funds for social activities not only helps address various social issues such as health, education, and poverty, but also represents part of the Company's duty to distribute its earnings to those in need. Furthermore, this initiative is expected to create opportunities for collaboration with non-profit organizations, making it a strategic social investment for the long term.

During 2023, the Company distributed philanthropic funds amounting to IDR 1,295,000,000. Of this amount, 39% was allocated to assist the community in West Java through the Jabar Quick Response organization. The Jabar Quick Response engages in activities that support the people of West Java in areas such as education, health, disaster response, disability, orphaned children, and emergencies involving damaged buildings or infrastructure. This organization has established a platform for community complaint consisting of nine channels, and the Company strives to provide ongoing monthly assistance. In the area of disaster response, the Company also contributes to Sadar Resiko Bencana as part of disaster mitigation efforts.

In terms of education, the Company supports Eagle School, an elementary school in Rote Ndao Regency, East Nusa Tenggara. Under the auspices of the Anugerah Sempurna Foundation, Eagle School is part of the Company's commitment to education in an area that is in great need.

In addition, the Company also channels its philanthropy through the social organization Benih Baik, providing regular assistance for sacrificial offerings to the community, as well as support for improving child nutrition in Jakarta.

In the environmental sector, the Company has provided support for the Citarum Harum program, an initiative for the conservation of the Citarum River located near our Head Office. Additionally, we have collaborated with the Benih Baik organization to organize the "Music for Adventure" event, which is a fundraising initiative for the conservation of orangutan. This year, we also began planting mangrove trees as part of our efforts to offset the carbon footprint generated by the Company.

In addition to the aforementioned philanthropic support, the Company also provides sponsorship assistance to support community activities such as outdoor championships, including the Badak Putih Trail Run, the Pre-PON Sustainable Rafting Event, Indonesia Master Mountain, as well as support for Mount Papandayan, Merbabu, and Rinjani National Parks. Additionally, we support community activities such as World Clean Up Day, the Forum Riders Community, and various other initiatives.

In the upcoming period, the Company is considering directing its services to the community through community development programs, similar to those implemented in Gunung Kembang, Wonosobo, Central Java.

(GRI 413-1)

Overview of the Sustainability Report

08

Profile of the Report

The 2023 Sustainability Report of PT Eigerindo MPI is prepared on an annual basis and is a continuation from the previous Sustainability Report published on May 17, 2023. In this report, the terms "EIGER," "the Company," or "we" are used to refer to PT Eigerindo MPI.

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

The data in this report includes information about the Company for the reporting period from January 1, 2023, to December 31, 2023. The report covers strategies, targets, achievements, and sustainability initiatives, with a comparison of performance over the past one or two years.

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

This Sustainability Report has been prepared based on the format references from the GRI Sustainability Reporting Standard (GRI Standards) 2021 and the SASB Standard for Apparel, Accessories & Footwear Sustainability Industry Classification System (SICS) CG-AA Version 2023-12. We have used different colors to represent the GRI and SASB standards on each related page to facilitate readers in easily identifying the disclosed information. This report also includes the relevant GRI and SASB indexes, which can be found on page 40.

To better reach stakeholders globally, this report is published in two languages: Indonesian and English. For financial data, we use the Indonesian rupiah. The quantitative data presented in this report adheres to the principle of comparability for a minimum of two consecutive years.

GRI recommends the use of external assurance by independent third parties to ensure the quality and accuracy of the information presented in this report. However, this is not a requirement for compliance with the standards. In this sustainability report, we do not provide independent third-party assurance; however, we assure that all information disclosed in this report is true, accurate, and factual.

(GRI 2-3) (GRI 2-5)


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Consent Form

We the undersigned, declare that all information in the 2023 Sustainability Report of PT Eigerindo MPI has been presented in full, and we are responsible for the accuracy of the contents of this Sustainability Report. This statement is made with full integrity.

(GRI 2-14)

BOARD OF DIRECTOR



CHRISTIAN H SARSONO
CHIEF EXECUTIVE OFFICER

SUPPLY CHAIN DIRECTORATE



EFFENDY HERMAWAN
DEPUTY HEAD

LOGISTIC
DIVISION



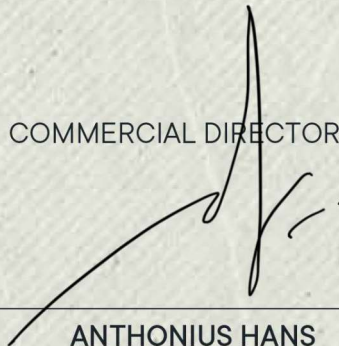
EFFENDY HERMAWAN
HEAD OF DIVISION
(PJS)

PROCUREMENT
DIVISION



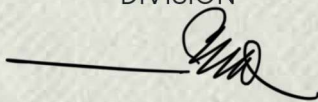
CHRISTIAN PERMANA
HEAD OF DIVISION

COMMERCIAL DIRECTORATE



ANTHONIUS HANS
DEPUTY HEAD

RETAIL BUSINESS
DIVISION



BUDHI SOESILO
HEAD OF DIVISION
(ACT)

MARKETING
DIVISION



AGUS ZEBUA
HEAD OF DIVISION
(ACT)

COMMERCE & WHOLESALE
DIVISION



ANTHONIUS HANS
HEAD OF DIVISION
(PJS)

OPERATIONAL DIRECTORATE



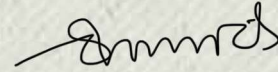
HENDRA
DEPUTY HEAD

HCGA
DIVISION



WIYOGA NUR A
HEAD OF DIVISION
(ACT)

GENERAL PURCHASING
DIVISION



WINARTI YAHYA
HEAD OF DIVISION

AUDIT & RISK DIRECTORATE



FABER MANURUNG
HEAD OF DIRECTORATE

INTERNAL AUDIT
DIVISION



JONNY
DEPUTY HEAD OF DIVISION

GLOBAL BUSINESS
DIVISION



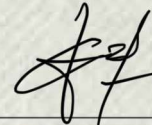
RIADI A S
HEAD OF DIVISION

F&A
DIVISION



BETESDA S
HEAD OF DIVISION

ICT
DIVISION



FABER MANURUNG
HEAD OF DIVISION

Indeks Referensi GRI Standard & SASB

Sustainability Report GRI and SASB Standards Reference Index

Statement of use	PT Eigerindo MPI has reported the information cited in this GRI content index for the period January 1 to December 31, with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	10
	2-2 Entities included in the organization's sustainability reporting	9,38
	2-3 Reporting period, frequency and contact point	38
	2-4 Restatements of information	8,38
	2-5 External assurance	38
	2-6 Activities, value chain and other business relationships	10,11
	2-7 Employees	11
	2-9 Governance structure and composition	31
	2-14 Role of the highest governance body in sustainability reporting	39
	2-22 Statement on sustainable development strategy	2,14
	2-23 Policy commitments	7,12,13,14
	2-24 Embedding policy commitments	12,13,14
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement	7,13,31
	3-1 Process to determine material topics	8
	3-2 List of material topics	8
GRI 202: Market Presence 2016	3-3 Management of material topics	16,17,19,20,24,26,27,28,32,33,35,36
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	26
	202-2 Proportion of senior management hired from the local community	25
GRI 203 : Indirect Economics Impact 2016	203-2 Significant indirect economic impacts	36
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	16,17
	301-2 Recycled input materials used	16
	301-3 Reclaimed products and their packaging materials	17
GRI 302: Energy 2016	302-1 Energy consumption within the organization	19
	302-2 Energy consumption outside of the organization	19
	302-3 Energy intensity	19
	302-4 Reduction of energy consumption	19
	302-5 Reductions in energy requirements of products and services	19
	306-3 Waste generated	20
	306-4 Waste diverted from disposal	20
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	13,35
	308-2 Negative environmental impacts in the supply chain and actions taken	13,35
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	26
	401-3 Parental leave	27
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	29,35
	403-2 Hazard identification, risk assessment, and incident investigation	29
	403-4 Worker participation, consultation, and communication on occupational health and safety	29
	403-5 Worker training on occupational health and safety	29
	403-6 Promotion of worker health	29
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29
	403-8 Workers covered by an occupational health and safety management system	29
	403-9 Work-related injuries	29
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
404-3 Percentage of employees receiving regular performance and career development reviews		33
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24,32
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	30
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	37
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

Indeks Referensi GRI Standard & SASB

Sustainability Report GRI and SASB Standards Reference Index

Sustainability Accounting Standard Board (SASB)		
Environmental Impacts in the Supply Chain		
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	35
Labour Conditions in the Supply Chain		
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	35
CG-AA-430b.2	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits	35
CG-AA-430b.3	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	35

Feedback Form

Thank you for taking the time to read the 2023 Sustainability Report of PT Eigerindo MPI. To improve the quality of the Sustainability Report, enhance the transparency of sustainability performance, and provide input for the preparation of the 2024 Sustainability Report, we kindly ask you to fill out the Feedback Form provided and return it to us.

1. This Sustainability Report has provided valuable information regarding the economic, social, and environmental performance achieved by Eigerindo.

Agree Don't Know Disagree

2. The data and information presented in this report are structured, easy to understand, and straightforward.

Agree Don't Know Disagree

3. The data and information presented in this report are complete, transparent, and balanced.

Agree Don't Know Disagree

4. The design, font type, size, color scheme, layout, and images in this report are attractive and easy to read.

Agree Don't Know Disagree

5. The design, font type, size, color scheme, layout, and images in this report are attractive and easy to read.

Agree Don't Know Disagree

6. What information in this report do you find most useful?

7. What information in this report do you feel should be added in future Sustainability Reports?

8. What contributions do you think the company should enhance in the future?

9. Other suggestions and feedback:

Reader Profile

Full Name : _____
Institution/Company Name : _____
Email : _____

Identify stakeholder groups (choose one):

- Government Media
 NGO Community
 Industry Others, please specify: _____
 Academic

We appreciate the suggestions and feedback you provide regarding the information presented in this Sustainability Report. To submit your responses, please return this feedback form to:

Head Office

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(GRI 2-3)