



MEDIA GROUP

**CORPORATE
RESPONSIBILITY
REPORT 2020**



Statement from Chairman

We are entering a critical decade in the world especially in Indonesia on the long road to climate recovery, and all businesses have the opportunity to accelerate progress, and become part of solution. We have responsibility to protect our air, ocean, and planet.

In our 2020 target, we confirmed and announced our most ambitious commitment on climate action which to reduce non-organic waste, waste management recognition, continue to work on circular economy and set baseline for energy footprint. And already in 2019 we became few of corporations in Indonesia to set up zero waste and circular economy, in addition to already being green movement since 2015. During the global Covid-19 crisis, some of our commitments are put on-hold and giving time and energy to good cause in Covid-19 crisis relief for the front-liners and communities.

We strive to make a positive contribution to people across Indonesia. Our mindset is to do the right thing across our business units and to focus on areas where we can make a difference, from our ambitious environmental programs to our drive to give back to the communities in which we live and work.

Through our channels on Media business, we're delivering stories the Indonesian needs to hear, world-class contents, and contributing to the cultural economy across Indonesia.

As for our people, at this difficult time, we're working to connected and make sure they are safe and well, and to support our local communities. This was our focus in 2020 and 2021.

Sincerely,

Surya Paloh
Chairman

“Good Governance has been
and will continue to be part of our core value to
support business transformation that we are
currently taking. ”

Surya Paloh
Deputy Chairman Media Group

OVERVIEW

We are a strategic holding company providing Media Industry, Food Industry, and Hospitality through our networks around Indonesia.

On local basis, our networks provide a comprehensive range of services in the following fundamental disciplines:

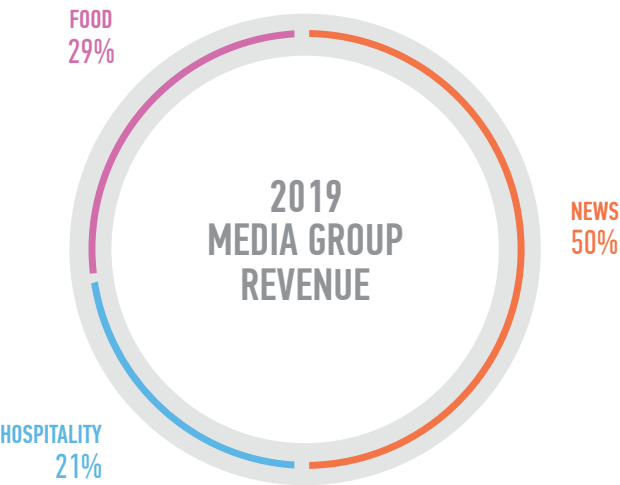
- Media Television
- Print Media
- Advertising
- Catering on/off Shore
- Hotels

OUR
EMPLOYEE:
3K+

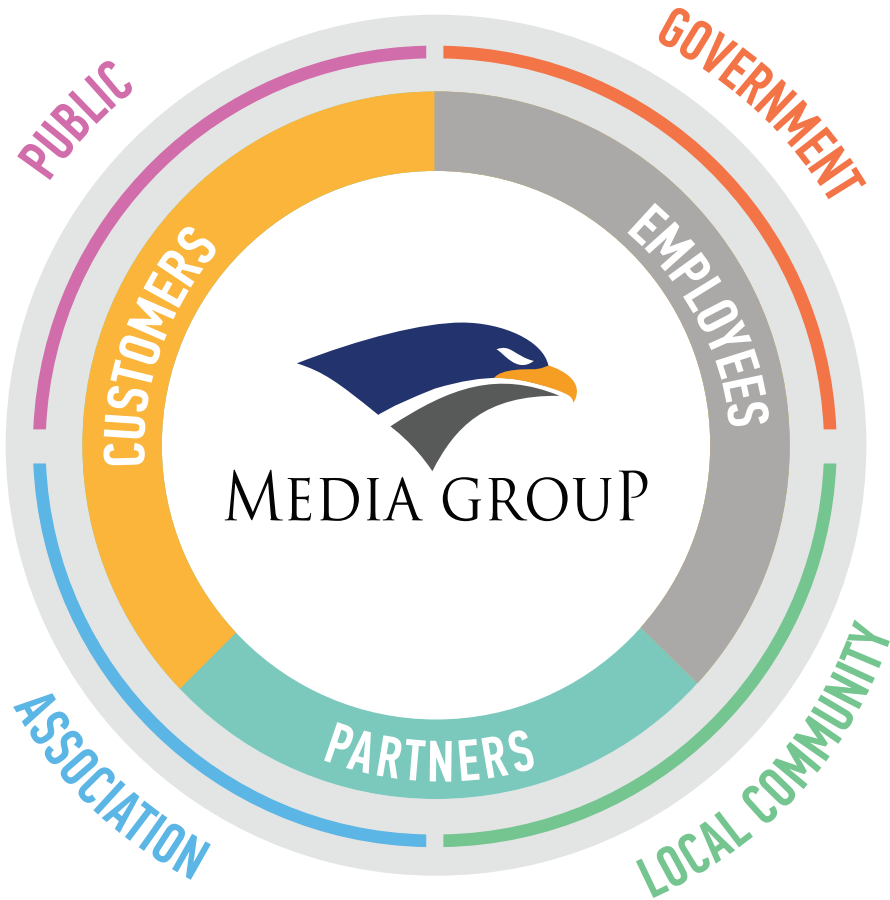
AREA OF
24
PROVINCES

58
LOCATIONS

Our Revenues:



Stakeholder





The Senior Executives

Senior Executives has 5 members, draw from careers in business Finance and Legal.

Board of Advisors

Board of Advisor has 4 members, draw from careers in business and journalism

Board of Executives

Board of Executives has 4 members, draw from careers in Busines and Journalism

Corporate Governance

Media Group is committed to having a strong corporate governance practices that essentially involves balancing the interests, rights and re-sponsibilities among e Senior Executives, shareholders, management, board of advisors, board of directors, suppliers, customers, government and communities.

Our corporate governance practices encompass every sphere of man- agement, from action plans and internal controls to performance mea- surement and corporate disclosure.

Head Structure

Senior Executives has three standing head: the Corporate Controller Head, the Treasury and Administration Head and the General Counsel Head. Each head is composed entirely if independent Executive Vice President and Vice President.

Committee Structure

Three standing committees: the Audit and Finance Committee, Human Development Committee, the Nominating and Governance Committee.

OUR BUSINESS
KEY FACTS



4.9K+
employee
across Indonesia

40+
Provinces
with offices



32%



68%

BOARD



28%

Female



72%

Male

MANAGER LEVEL



24%



76%

NON MANAGER LEVEL



27%



73%

PEOPLE

Inclusion and Diversity

Media Group is committed to fostering diverse and inclusive workplaces where all employees, regardless of race, gender, age and disability feel comfortable and confident in bringing their whole selves to work.

We aim to create a value for our people, our clients, our stakeholder and our communities by harnessing the power of diversity and inclusion.

Objectives

- ➔ Continued high-performing and satisfied workforce through talent development and well being: scale support for external human capital initiatives
- ➔ Continued to attract diverse talent with a breadth of expertise encompassing our many services. Our internship programs offer opportunities to gain world class journalism profession and exposure to the multimedia platform
- ➔ On leadership, collaborating within chief diversity officer, diversity workforce across our company networks help ensure we meet our diversity and inclusions objectives, while presenting the unique needs and cultures within their organizations.
- ➔ Media Group continues to integrate sustainable business practices into decisions about our operations, technology investments, travel options, trainings and more. We are to be proactive in our environmental efforts. We are developing and implementing environmental friendly processes.
- ➔ Media Group has taken precautionary measures to decrease environmental footprint by consolidating office space, encouraging the use of public transportation or car pool, communication by internal mail and group chat, digitalizing archives, online document sharing and implementing recycling policy

Media Academy For Training

221+
HOURS WEBINAR

110+
FASILITATOR

7977
ATTENDEES

HEALTH AND WELL-BEING

Media Group ensured comprehensive and quality health care to employees. We have covered the medical plans that cover all employees and their eligible family members.

Media Group encourages employees to join healthy activities and wellness every week and compete through sports competition every year including fun walk and marathon across Indonesia.

Media Group host several events throughout the year including religion events to boost morale and foster a sense of brotherhood and diversity. We hosted Friday Pray, weekly Christian masses, “buka puasa” (breaking the fast) and evening pray during the holy month of Ramadhan, Eid Al-adha, Eid Al- Fitr Day with attendance of orphanages.

Employees Benefits and Fair Treatment

Media Group regulates compensation and benefits system on working hours, wages, annual bonus, health insurance and leaves in our regulation about working time.

Media Group set benefits and employee options support to quality and affordable medical care for employees and their dependents.

Media Group offers bonuses to employees that achieve perfect attendance and incentives to employees who achieve work targets

RECORDABLE INCIDENTS
THAT REQUIRED TIME OF WORK

INCIDENTS OF
DISCRIMINATIONS



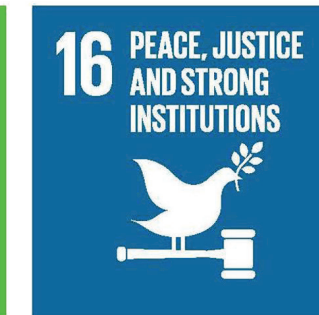
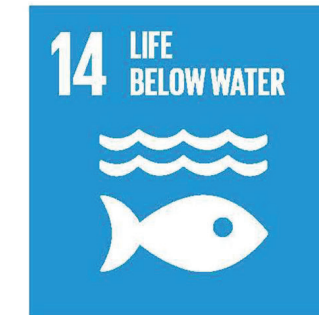
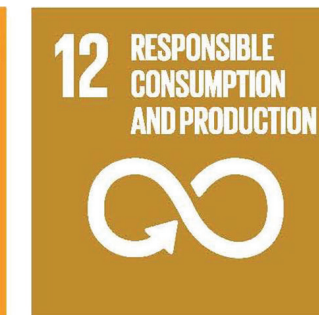
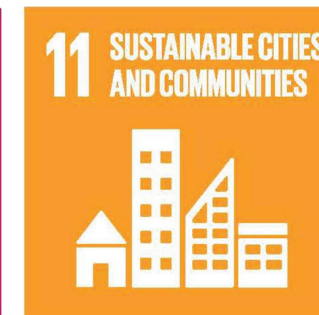
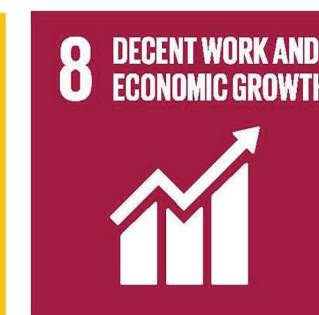
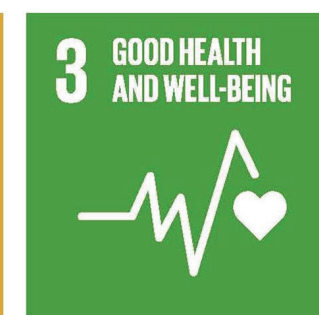
GRIEVANCES
FILED ABOUT
HUMAN RIGHTS IMPACTS

NUMBER OF EMPLOYEE
UNDER THE AGE OF 18

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We're committed to doing our part to advance these essential objectives for the world.

Throughout this report look for the SDG icons to show which SDGs are relevant to the content.



"Good Governance has been and will continue to be part of our core value to support business transformation that we are currently taking."

Rerie Lestari Moerdijat
Deputy Chairman Media Group



OUR CONTRIBUTIONS

We believe we have the most significant impact when we contributing to our local and global communities. We meet our obligations, improve our reputation, inspire employees and assist beneficiaries.

We contribute our passion, creativity and time to support causes that advance global education, covering health facilities and environmental protection - all of which are more important than ever.



Sukma Bangsa School

Sukma Bangsa School was built as part of humanitarian response of Yayasan Sukma/Media Group on tsunami disaster in Aceh on December 26, 2004. But since Aceh was also known as a conflict area in the past time, Sekolah Sukma Bangsa aims to achieve missions to build peace and to develop culture as response to 'how to deal with the post conflict students' and how to strengthen society for a better future through education. Sekolah Sukma Bangsa's main visions include providing a sustainable and positive learning environment for those who are learning (students, teachers and community) in dealing with the changing environment that are volatile, uncertain, complex and ambiguous or VUCA. Furthermore, Sekolah Sukma Bangsa also intends to equip the students with values, knowledge and skills that are needed for 21st century.

To achieve the vision, as an organization, Sekolah Sukma Bangsa requires a new way to deal with those complexity of the challenges. This new way, relates to how to nurture new visions, understanding, clarity and agility that are needed as we enter the 21st century. Thus, Sekolah Sukma Bangsa must renovate itself to be a learning organization that facilitates the learning of its members and continuously transforms itself and become "a place where people continually expand their capacity to create the results

they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are values, most of the parents in Aceh perceive that their children could have more in dayah. This phase usually happens after the students graduate from elementary level of education. At senior high school level, some of these students enrol back to Sekolah Sukma Bangsa until they graduate.

Teachers and Staffs

The total number of teachers and staff as of January, 2020 at Sekolah Sukma Bangsa Aceh (Pidie, Bireuen and Lhokseumawe) are 312 persons. That number including 109 permanent teachers, 100 temporary teachers, 25 academic staff, 67 supporting staff and 11 freelancers. The ratio between teacher-student is 1 : 12 that is better than national ratio (1 : 16). This good ratio means nothing without other personal development programs. As part of practising personal mastery as one of learning organization pillars, Sekolah Sukma Bangsa, gives chances to teachers and staff to enhance their potential through some programs and activities. Teachers and staff are encouraged to utilise several personal development programs such as; scholarship for Master's degree abroad, job training for kitchen's, gardener/maintenance staff. Those who are able to be part of one of the programs will have a responsibility to share their new knowledge and skills at school.

The impact

The impact of the five disciplines at Sekolah Sukma Bangsa as a learning organization can be measured by the achievement on academic and non-academic aspects.

Academic impact

Academic achievement is not the only measurement that indicates a successful learning organization. As an impact of a good learning- teaching process, academic achievement can be used as an evidence of how the school can cope the student's-teacher's learning and teaching problem and how they solve it. Sekolah Sukma Bangsa students' academic achievement is improving over time. Most of the students who are graduated from Sekolah Sukma Bangsa continue their study to state owned universities in Indonesia. According to the data, from 1,523 students who were graduated from Senior High School of Sekolah Sukma Bangsa Aceh (Pidie, Bireuen and Lhokseumawe), more than 65% continue their study at state universities. Mostly in Aceh (Syiah Kuala University/Unsyiah, State Islamic University/ UIN. Ar-Raniry and Malikussaleh University) and North Sumatera (North Sumatera Utara University/Universitas Sumatera Utara). Those who study at private universities mostly also enroll to the top private universities in Aceh and Sumatera such as Abulyatama University, Muhammadiyah University, Serambi Mekah University,



Teachers & Staffs
as of December 2020



| | |
|-----|-------------------|
| 282 | Teachers & Staffs |
| 67 | Supporting Staffs |



| | |
|-----|------------------------|
| 136 | Permanent Teachers |
| 79 | Non-permanent Teachers |

Iskandar Muda University or Muhammadiyah University of Sumatera Utara. Those universities are considered as top universities in the island of Sumatera. A small number of alumni go to top universities in Indonesia such as; Intitut Teknologi Bandung/ Bandung Institute of Technology, Universitas Gadjah Mada, Universitas Indonesia, etc.

Non-Academic Impact

It is not easy to measure non-academic impact of the school. However, the practice of learning organization relates with the community’s perception about the school. Community around the school has perceived the schools as a positive environment for their children. It is

known as a safe, clean, green, gender sensitive, nurturing good values (honesty, dignity, respect, etc.) area where children and adult could develop their potentials. By having a good image, the school is able to gain trust from community. Furthermore, for the last few years, there has been a significant increase in community’s enthusiasm to send their children to

study at Sekolah Sukma Bangsa. The parents' reasons to send their children to study at Sekolah Sukma Bangsa Aceh vary from school values to the belief that Sekolah Sukma Bangsa is a safe and clean environment. Quality of teachers still becomes main consideration for parents to send their children to study at Sekolah Sukma Bangsa. It is a common belief among the parents and communities that good quality of education starts with good quality of teachers. The other reasons are; good facilities, academic achievement and good curriculum.

It has been almost fourteen years Sekolah Sukma Bangsa provides a positive learning environment in Aceh. It is still on-going effort that requires capacity to cope with the challenges. Capacity to adapt and adjust with the change as a learning organization can be pivotal. Sekolah Sukma Bangsa Aceh, thus, is a learning organization in the making.

"Being a teacher is just like starting a journey. It may full of flowers and sunshine, but it could be some heavy rains and storms. It is challenging yet tempting. Something that you can just leaves and gives up. One thing for sure: it makes us who we are now; a learner in the making."

Victoria Gasadhana

Director of Education Sukma Bangsa School



COVID19 CRISIS

During the Covid-19 crisis, we at Media Group through our News Channels are working to keep Indonesians informed, to support our communities and health workers across Indonesia, to look after our customers and to build global partnerships in fundraising and relief distributions.

- ➔ Our News teams are doing a vital job for millions of people, keeping them informed as the Covid-19 crisis develops. In the face of one of the biggest news stories of our times, our journalists are on the front-line, reporting for the hospitals, communities and the government.
- ➔ Our corporate crisis response centre, Media Group Peduli are stepping up to help front-liners and health workers, local communities and indigenous tribes during the crisis. They're giving support and nonstop of time, energy and expertise to support those in need. From bringing food parcels to vulnerable, to delivering vital PPE, foods, medicine and vitamins to our medics, they are doing what they can to make a difference

" WHEREVER THERE IS A HUMAN IN NEED,
THERE IS AN OPPORTUNITY FOR KINDNESS
AND TO MAKE A DIFFERENCE".

Kevin Heath

KEY FACTS

| | | |
|--|--|--|
| IDR 25,4 BILLIONS of fundraising | 480K+ Medicine and Vitamins to front-liners | 484+ Hospitals received PPE packages |
| IDR 24 BILLIONS of fund for Covid-19 crisis relief packages | 629K+ Hygienes Kits to hospitals and local communities | 270+ Communities health centre and clinics received PPE Packages |
| 76K+ Food and Drinks parcels to front-liners | 520K+ Cotton Masks to local schools, Islamic boarding schools, communities, etc. | 2.7MILLIONS PPE to hospitals and clinics Partnership with 14 institutions and NGOs |
| | | PARTNERSHIP with 14 institutions and NGOs |



ENVIRONMENT

We have an impact on the environment through consumption of natural resources in our direct operations and supply chain. By continually improving our environmental performance, we are committed to reducing any negative impact of conducting our business..

Our Goals

We view sustainability as an opportunity to promote circular economy, increase efficiency and reduce waste. Media Group’s policy outlines our commitment to minimize our impact by focusing on:

- Waste Management System
- Energy & Water Management
- Smart Travel & Commuting

2020
WASTE
PERFORMANCE

WASTE
29%

RECYCLING COMPOST
19%

52%
ENERGY FROM WASTE

41%
REDUCTION IN TOTAL WASTES
GENERATED IN 2020

0%
WASTE
TO LANDFILL

Waste

Recognizing the importance of action against climate change, we implement waste management system, efficient in the energy we use.

The total waste generated by our locations decreased by 41 % in the year, primarily due to “Zero Waste programs implemented since 2019 and with Covid-19 crisis, we have apply new rules for employee “working from home”, result in less significant reduction in the waste across our offices.

Of the waste generated at our locations, 48% was recycled and 52% diverted to alternative energy.

We do not produce any material amounts of hazardous waste.

Where reliable measurements are not available, we use a methodology to calculate waste based on weight and by counting waste containers leaving our premises.

We continue to work toward our target to reduce total waste generated at our locations.

NO SINGLE USE PLASTIC

Single-use plastic is a significant environmental polluter. In November 2019 we were pledge to ban water bottle, plastic bag and containers providing by our cafes, casinos and food delivery.

A new policy of no single-use plastic, no Styro-foam, no straw started in August 2019.

Our business units distributed 3K+ lunch boxes, 2K+ re-use shopping bags for the employees and encourage employees to use tumblers and refill water on the water-filtration dispensers.

Our employees have become more conscious towards plastic usage and waste classified.

By end 2020, our Environment team will help employees understand the link between plastic water bottles, carbon emissions and life-giving oxygen. We will start counting how many tree seedlings would need to be plant for offset program

MEDIA GROUP PLEDGE

- Committed and Implementing Waste Management System Committed and Implementing Environment Regulation
- Committed to participate in an Environment Issues such as Water Sanitation, Global Warming and Domestic Waste Management
- No single-use Plastic Refuse, Reduce and Recycle

“No one is without power. Everybody has the capacity to do something.” “Even if you never have a chance to see our touch the ocean. The ocean touches you with evert breath you take, every drop of water you drink, every bite you consume.”

Dr. Sylvia A. Earle

| GRI Index | Hal | GRI Index | Hal |
|----------------------------|------|-------------------------|------|
| STRATEGY & ANALYSIS | | ENVIRONMENT | |
| G1.1 | 2 | EN.1 EN.2 EN.16 EN.17 | |
| ORGANIZATIONAL PROFILE | | EN.18 EN.20 EN.21 EN.22 | |
| G2.1 | 4 | LABOR PRACTICES | |
| G2.2 | 6,7 | & DECENT WORK | |
| G2.3 | 6, 7 | LA.1 | 4 |
| G2.4 | 30 | LA.2 | 8 |
| G2.5 | 4 | HEALTH & SAFETY | |
| G2.6 | 4 | LA.7 | 11 |
| G2.7 | 4 | LA.8 | 9 |
| G2.8 | 4 | TRAINING & EDUCATION | |
| GOVERNANCE, | | LA.10 | 9 |
| COMMITMENTS AND ENGAGEMENT | | LA.11 | 10 |
| G4.1 | 6 | LA.12 | 9 |
| G4.14 | 5 | DIVERSITY & | |
| G4.15 | 5 | EQUAL OPPORTUNITY | |
| G4.2 | 7 | LA.13 | 8, 9 |
| G4.3 | 7 | HUMAN RIGHTS | |
| G4.4 | 6, 7 | HR.3 | 10 |
| REPORT PROFILE | | HR.4 | 11 |
| G3.1 | 32 | CHILD LABOR | |
| G3.2 | 32 | HR.6 | 11 |
| G3.3 | 32 | | |
| G3.4 | 32 | | |

UNGC Principle Index

UN GLOBAL COMPACT REPORTING INDEX

As a United Nations Global Compact signatory,
Media Group has integrated ten principles into our business practices.

PRINCIPLES PAGE

| | | | |
|--------------|---|---|----------------|
| Principle 1 | – | Protection of Human Rights | 8 |
| Principle 2 | – | Complicity in Human Rights Abuses | 11 |
| Principle 3 | – | Freedom of Association and Collective Bargaining | 7 |
| Principle 4 | – | Forced and Compulsory Labor | 8, 9, 10, 11 |
| Principle 5 | – | Child Labor | 11 |
| Principle 6 | – | Discrimination | 8, 10, 11 |
| Principle 7 | – | Precautionary Approach | 10 |
| Principle 8 | – | Environmental Responsibility | 24, 25, 26, 27 |
| Principle 9 | – | Environmental Friendly Technologies | 25 |
| Principle 10 | – | Anti-Corruption | 31 |

**Compliance, Ethics
& Anti-Corruption Statement**

Media Group upholds the strongest commitment to meeting all of our legal, regulatory, and contractual obligations. Beyond ensuring compliance with all government mandated regulations, Media Group adheres to many voluntary codes promoting ethical business practices.

In 2015-2016 reporting period, Media Group and its business units had zero (0) of sanctions, fines, or legal disputes or actions for non-compliances with environmental regulations, product-use regulations, health and safety codes, journalism code of ethics, or anti-competitive behavior.

Within all Media Group business units operations, our core values promoting honesty, integrity, and transparency are actively executed and processes are designed to eliminate the opportunities for corrupt practices. Our Code of Ethics guides all business transactions and stakeholder interactions.

Reinforcing our commitment to anti-corruption and ethical practices across our supply chain, Media Group participates in programs designed to promote anti-corruption and transparency through adherence to practices governing security, customs, and fiscal responsibilities.

Report Profile

Report Period

January - December 2020

Date of most Recent Previous Report

We last printed our corporate report in January 2020

Reporting Cyle

Media Group will report annually

The Contact Point

Lisa Luhur Schad

Sr. VP, Chief CSR Officer