

CORPORATE RESPONSIBILITY REPORT 2021



MEDIA GROUP

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2021 HIGHLIGHTS



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OUR PEOPLE

ENVIRONMENT

**SOCIAL
RESPONSIBILITY**

GOVERNANCE



Statement from Chairman

Through the years, we have gone through many challenges, from economic crises to the current global pandemic. As we are entering the third year of global pandemic, Media Group has weathered the storm relatively well, we have not be unscathed, but we have continue to be open for business for our partners, customers, readers, viewers and have continued to be optimistic.

We also embrace our employees, business partners, our stakeholders. Together we work to stay resilient and contribute to sustainable development goals for a better life for all.

In 2021 we were more firm as ever towards our media networking by convergence all media unit businesses into one ecosystem and provide impactful and influential information's, news, stories, contents and entertainments.

Our food industry and services has cover more than 50% market share in remote oil and gas operations, government, hospitals and schools. We are continuing to commit and develop a solid business relationship, market strength and customer loyalty.

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.

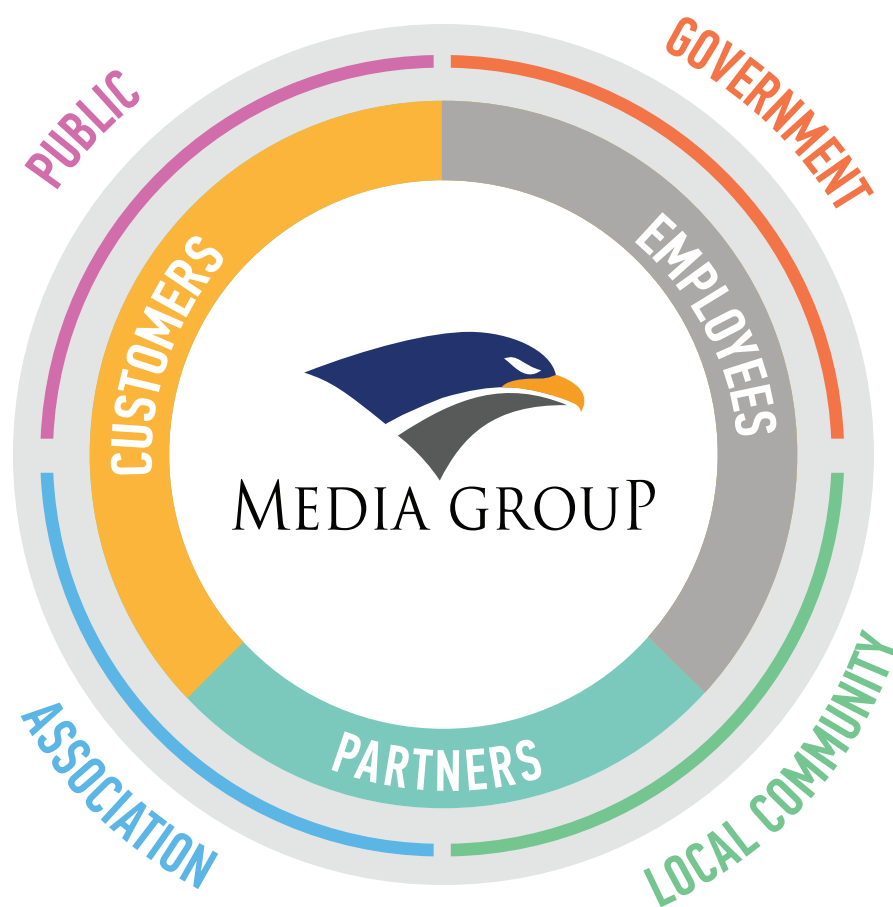
I believe our commitment and efforts will contribute towards sustainable development goals, particularly in ensuring inclusive and equitable quality education for all and continue to reduce inequality within our communities.

As for our people, at this difficult time, we are making sure they are safe and well.

Sincerely,

Surya Paloh
Chairman

I. About Our Company



Over four decades Media Group has presented an evolved into a leading business ecosystem in Indonesia, and International.

Starting the business with its food sector, Media Group nowadays has been evolving and provides an end-to-end solution in various sectors by supervising 4 strategic industries, those are Media, the Food Industries, Hospitality, Investment & Resources. And last but not least important is our social care movement.

Our Vision

“
**PROFIT, PEOPLE
AND PLANET**
”

When considering social responsibility in business, it is essential we do that with the purpose and somehow addressing profit, people and planet. Both need to be achievable and challenge to ensure the business has a realistic chance of reaching it whilst also ensuring the business pushes and stretches itself in order to get there.

Our Mission

“
**TO BE THE
LEADING
DEPENDABLE
GROUP
BUSINESS**
”

We aims to achieve our vision by leading a dependable group business with customer satisfaction throughout our products, excellent services and professionalism.

Our Operations

We operate our business in Indonesia with operational units across the archipelago. Please see our locations of operation in the following map on page 08.

Net Sales *(in percentage)*

Food & Services	MG News Network	Hospitality	Investment & Resources
48%	11%	1%	40%

Total number of employees

5378

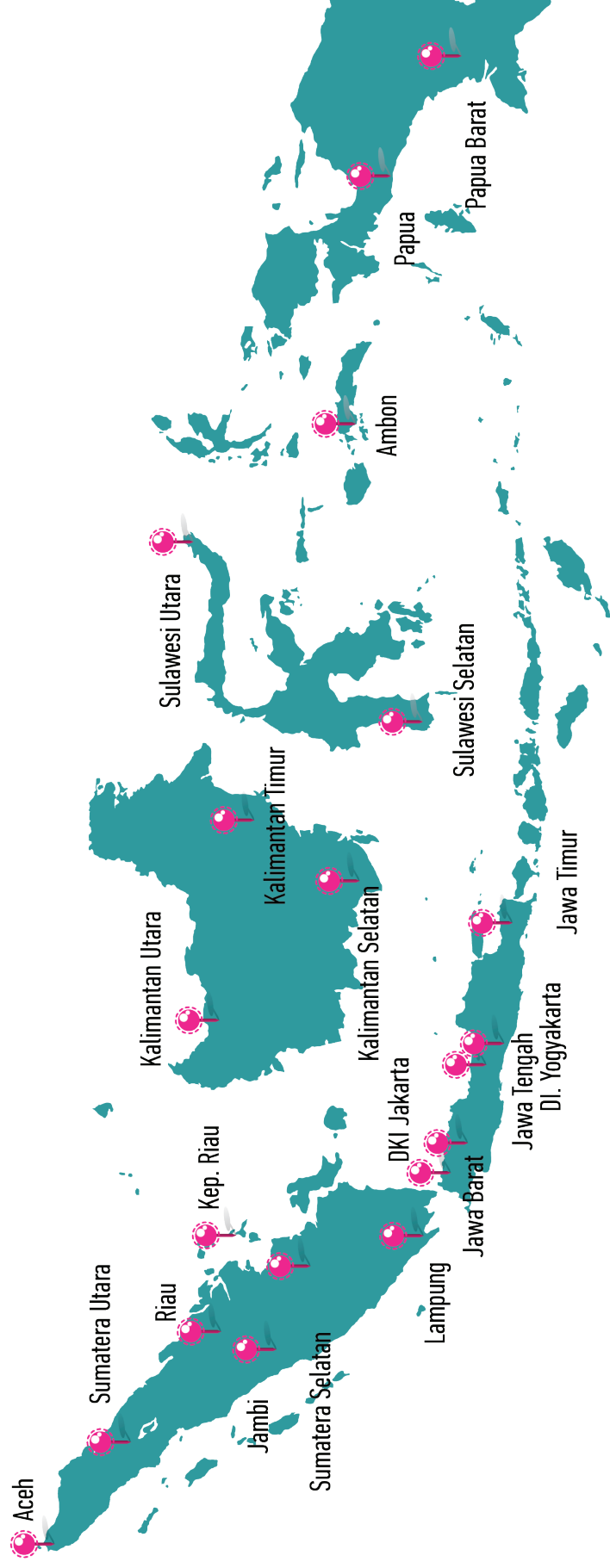
Female employees

1.222 **22,7%**

Male employees

4.156 **77,3%**

Area of operations map



Covering **20 Provinces**
40 Locations

Our Business Units

Media Group Network

Media Group Network is a global media ecosystem with the integration of reliable multi-platform that provides a one stop service in a broadcasting industry and impactful and influential information, news, and entertainment.

Media Group Network produces information through the platform of video, newspaper, and digital to meet the demands of national and international market segment with Metro TV, Media Indonesia, Lampung Post, Medcom.id, MG Radio Network, digital terrestrial television - Magna Channel and BN TV, and our new English Language News Channel - Metro Globe Network.

We have been investing high quality resources and facility for transmission services of media network (MTI), hybrid event-host (IDM), digital advertising, also training & certification services through Media Academy.



Food Industry and Services

Media Group started the food industry with the establishment of Indocater in 1978.

The market share for the food industry and services currently has exceeded 50% from the total of the food industry for projects of oil and gas, mining, offshore drilling, manufacture, factory, construction, government, hospital, school and other projects.

We also provide other services such as supply chain, meat and veggie processing, fast food production, facility management, and other businesses through Pangansari Utama Food Resources.



PT. PANGANSARI UTAMA



PT. PANGANSARI UTAMA
PATISserie

Hospitality

The Intercontinental Bali Resort, Papandayan Hotel Bandung, and The Media Hotel and Towers have presented in the hospitality industry in Indonesia under the command of Media Group Hospitality for more than two decades. In the journey of its services, Media Group Hospitality has reached various sophisticated national and international awards.

Responding to global demand nowadays, Media Group hospitality would be developed into hospitality business ecosystem by using a digital platform.



Investment and Resources

Through Media Group Investment, we have been collaborating with the investors in various industries to contribute in national's development.

Currently, Media Group Investment has various business units starting from marble by PT Pusaka Marmer Indah raya known as Pumarin, gold by PT Emas Mineral Murni, oil and gas by PT Surya Energi Raya and others.



INDOENERGI PLATINIUM



Media Group Peduli

Through Media Group Peduli, we aim to enhance the pillars of education, health, and disaster responsibility, including facing the Covid-19 pandemic.

Our commitment and efforts are contributing towards sustainable development goals, particularly in ensuring inclusive and equitable quality education for all and continue to reduce inequality within our communities.

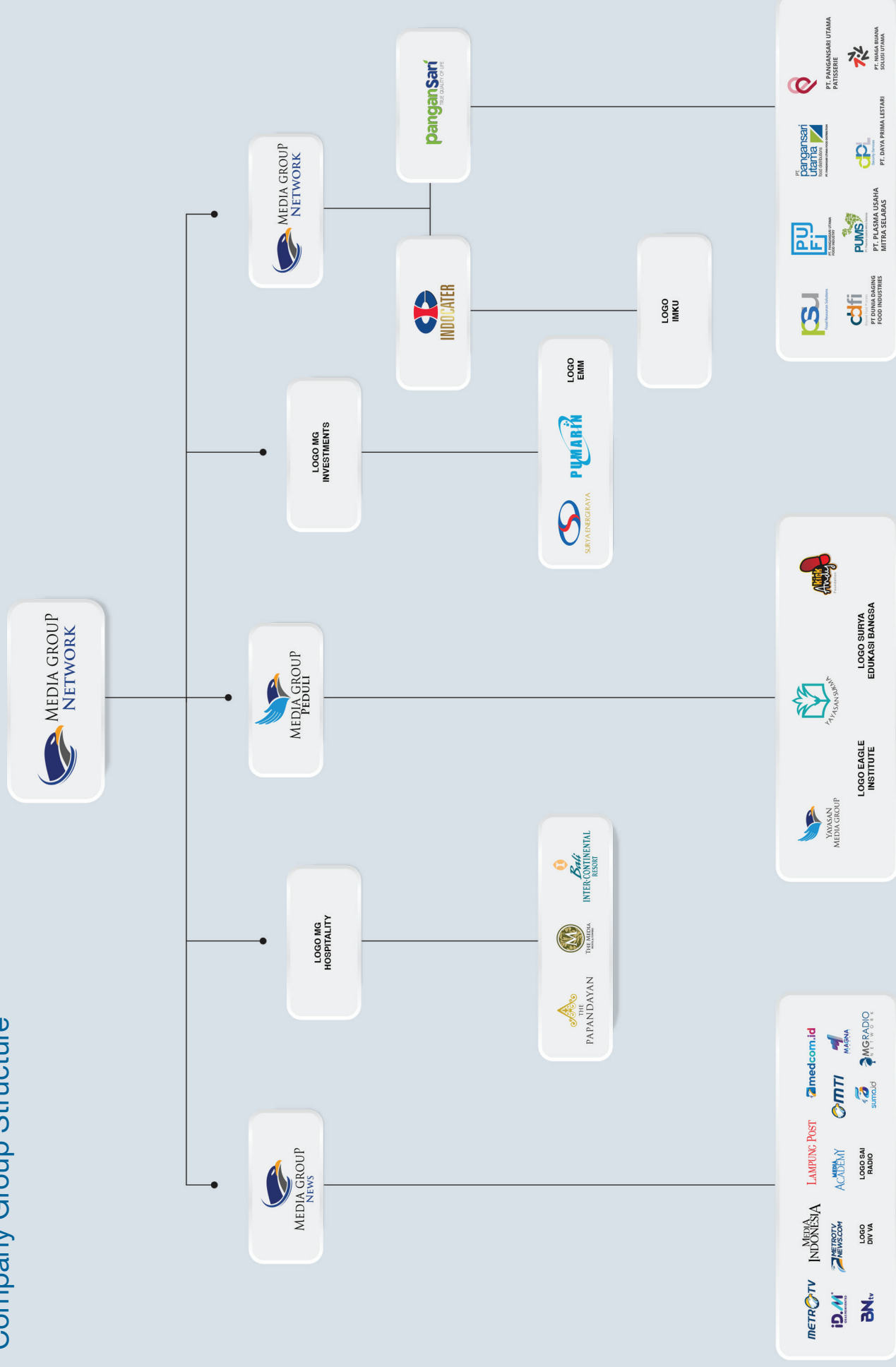
We realise that Indonesia is the home that must be guarded together.



Yayasan
Sebaf

Yayasan
MEDIA
ACADEMY

Company Group Structure



Organisational Structure



Corporate Responsibility Pillars



PEOPLE

Training & Development



ENVIRONMENT

Zero Waste & Circular Economy



Education & Life Skill



Disaster Relief



Health

CORPORATE SOCIAL RESPONSIBILITY

II. OUR PEOPLE

Media Group puts people first – our talent and clients. People need to be part of a culture that feels right for them. They need an environment they can trust. And they need to work with people they can learn from. Inclusion and diversity define us. Our job is to nurture our people and create a culture in which they can thrive. We give our people the tools to succeed – from ongoing professional development to employee benefits that help support work-life harmony.



Our Approach

- ✓ Inclusive & Diversity
- ✓ Health, wellbeing and safety at the workplace
- ✓ Training & Developments
- ✓ Benefits & fair treatments
- ✓ In the time of Covid-19

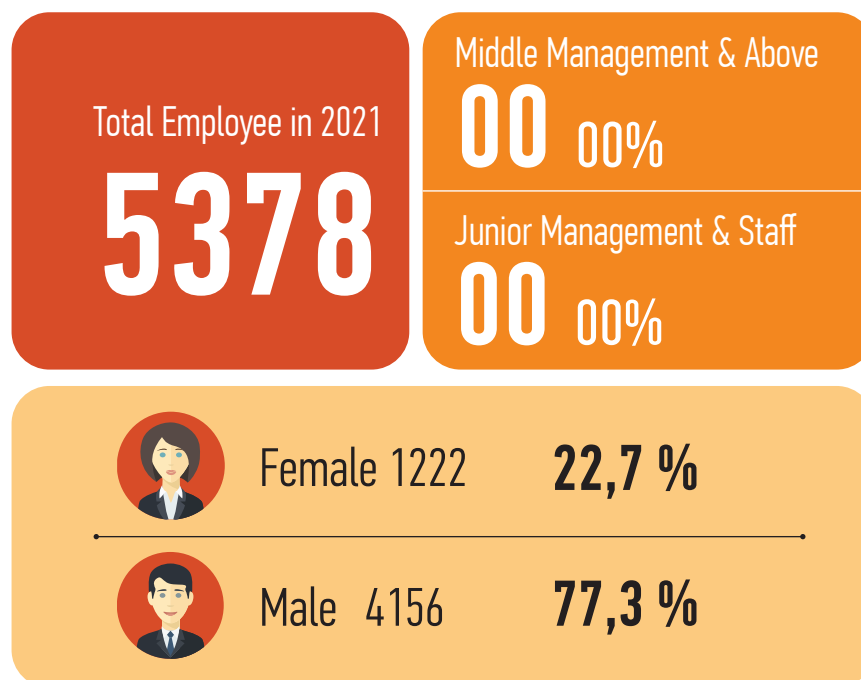
Inclusive & Diversity

Media Group is committed to fostering a diverse and inclusive workplace 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.

We continue to attract diverse talent with a breadth of expertise encompassing our many services.

On leadership, collaborating within chief officer and workforce across our business networks help ensure we meet our diversity and inclusions objectives, while presenting the unique needs and cultures within their organization.



Health And Wellbeing

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 stay fit, join healthy activities and wellness every week and compete through sports competition every year. We provide sport programs e.g., yoga, badminton, basketball, bike club, futsal etc. Media Group host social gathering throughout the year including Quran recital and prayer meeting on Friday, and weekly Christian masses.

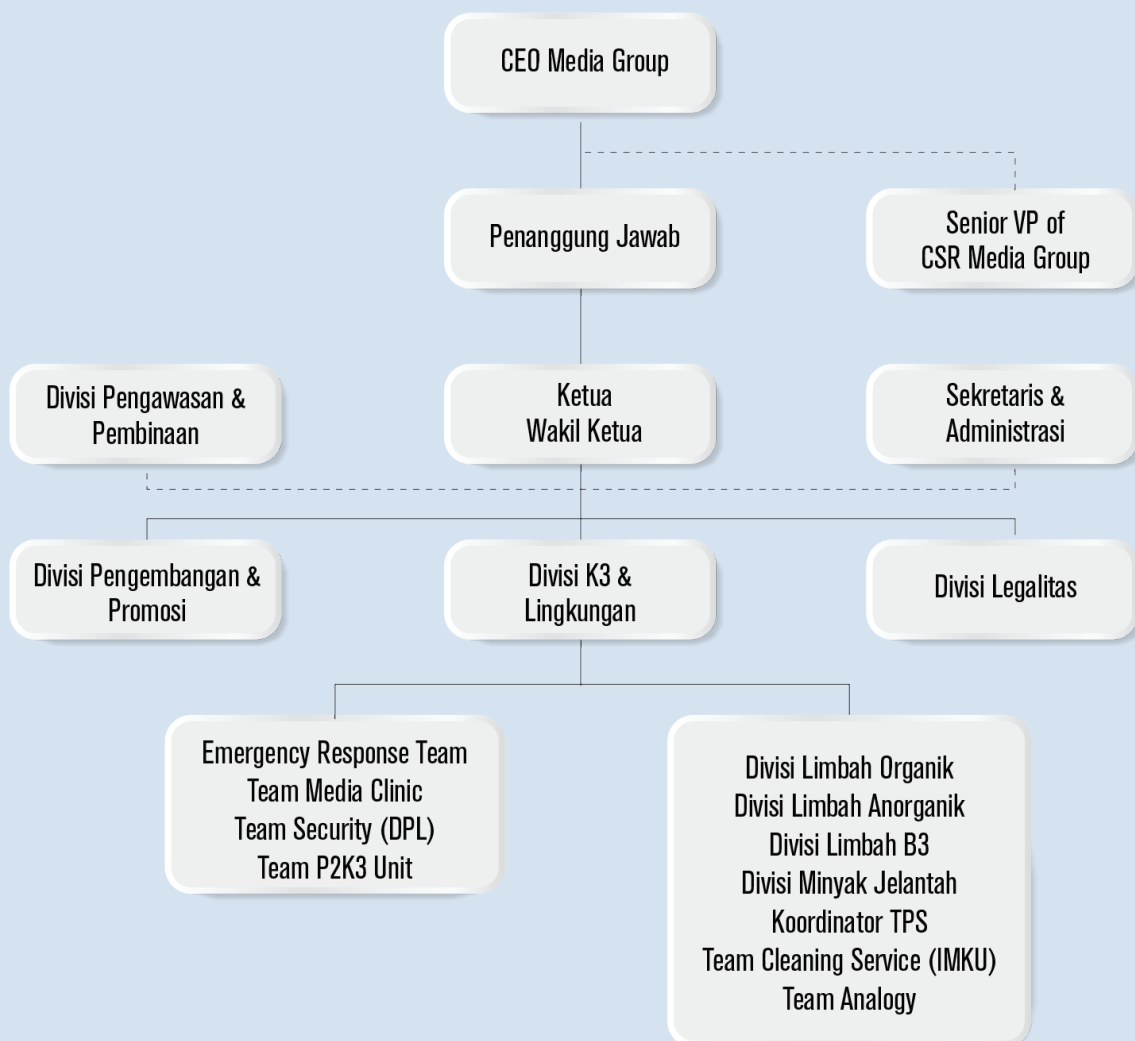


Safety At The Workplace

Our business performance relies on a safe and healthy working environment that ensures a healthy and sustainable workforce whether in the safe area at offices and fields especially in remote areas. It is crucial for us to ensure our employees and the people we work with are safe when they perform their duties.

Our HSE committee consists of competent member of each health & safety department follow a comprehensive Occupational Health & Safety Management System (SMK3L) that complies with the existing health and safety regulations.

MG SMK3L Committee Structure



SMK3L Committee stages

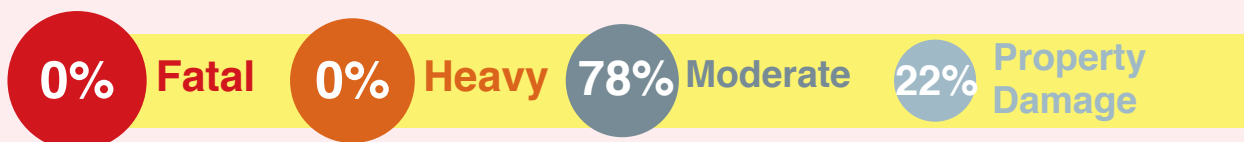
1. To establish a comprehensive SMK3L
2. To develop guidelines, budget, programs to implement and used by all business operations
3. To monitor the implementation

Responsibilities of SMK3L Committee



Work-related Injury Data

Work-related Injury Data *Indocater



5 Non Recordable Incident Rate
4 Recordable Incident Rate

*Actual performance: $\text{recordable case} \times 200.000 \text{ (OSHA)} / \text{manhours}$

HSE goals 0.11

HSE achievements 0.194

Training & Developments

Media Group's culture is distinguished by a long-standing belief in the power of learning and development.

We ensure developed human resources through internal training and career development as well as opportunities for individual growth, pick up their skills through advanced Management programs and workshops. This program will help them to progress in their careers and also prepare for retirement.

By the end of 2021, our employees across business units and had completed:



Benefits & Fair Treatments

Our commitment is to provide equal employment opportunities, transparent performance assessment and development program for each employee based on the required skills to advance their careers.

We regulate compensation and benefits system on working hours, wages, annual bonus, health insurance, accident coverage and pension package.

Media Group set benefits and employee options support to quality and affordable medical care for employees and their dependents. We offer bonuses to employees that achieve perfect attendance and incentives to employees who achieve work targets.

Government Life Insurance	BPJS Kesehatan	BPJS Kesehatan & BP Jamostek
Health Insurance	Yes	Yes
In-house Health Care	Yes	Yes
Parental Leave	Yes	Yes
Pension Package	No	Yes
Meal & Transportation Allowance	Yes	Yes

In The Time Of Covid-19

Since 2020, during the Covid-19 pandemic crisis, we responded rather well and adapted quickly. We communicate the crisis and safety protocol with our employees as soon as pandemic escalated.

We communicate and regulations with reference of the government regulations and adapted to our operations. Any changes of the regulations will be communicate through our internal digital platforms.

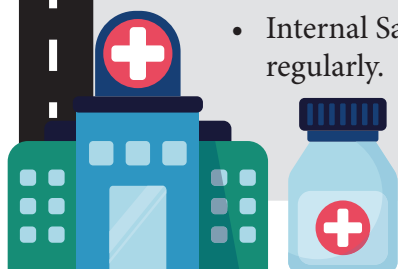


1. Covid-19 Protocols

- Internal Covid-19 Response Acceleration Task Force (Satgas Covid-19) monitor government regulations and latest situation every week
- Monitor health records of our employees, in particular those in self-isolation, recovery process and have recovered.
- Regular testing
- Contact & tracing

2. Communication

- Communication from Internal Satgas Covid-19 to Board and employees of latest regulations.
- Daily reminder of safety protocol of mask wearing and social distancing.
- Internal Satgas Covid-19 having discussions among the members regularly.



"We continue to advance our efforts across the four areas on which we focus: supporting our communities, creating a dynamic and diverse workforce, managing our environmental footprint and ensuring a strong governance structure. "

Renie Lestari Moerdijat

Deputy Chairman Media Group

III. SOCIAL RESPONSIBILITY

Believing that 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.

For our business units, their approach to community development and targets are in various activities from the health and wellbeing, education, cleaning water and sanitation, and other needs of the communities around our operational sites.

Media Group Network Contribution In 2021



Education 47% :
12 programs



Health 19%:
5 programs



**Clean water &
Sanitation 19%:**
5 programs



Others 15%:
4 programs





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.

Graphic SDG's

OUR PEOPLE



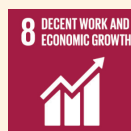
ENVIRONMENT



SOCIAL RESPONSIBILITY



GOVERNANCE



Media Group Foundation

Media Group Foundation established in 2005 as an ongoing commitment to Indonesian nation in disaster situations after Aceh earthquake and tsunami in 2004. We are continue to respond, to prevent and alleviate human suffering in all kind of catastrophic situations. We are to protect human life and health through our health programs since then.

Media Group Foundation are legally independent with common basic principles, symbols, statutes and governing organisation.

We recognise our responsibility and the value of contributing to the society. With the advantage of our teams and volunteers across Indonesia, we are able to deploy reliefs and reports the situation through our news channel.

Covid-19 Crisis Relief

Together and joining hands with donators and fundraising platform benihbaik.com, we conducted a serial initiatives and reliefs to fight this pandemic.

We at Media Group though 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 journalist are on the front-line, reporting for the hospitals, communities and the government.

Our corporate crisis response centre, Media Group Peduli together and joining hands with donators and fundraising platform benihbaik.com, are stepping up to help front-liners and health workers and local communities.

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.

Covid-19 Donation in 2021

PPE (personal protective Equipment):

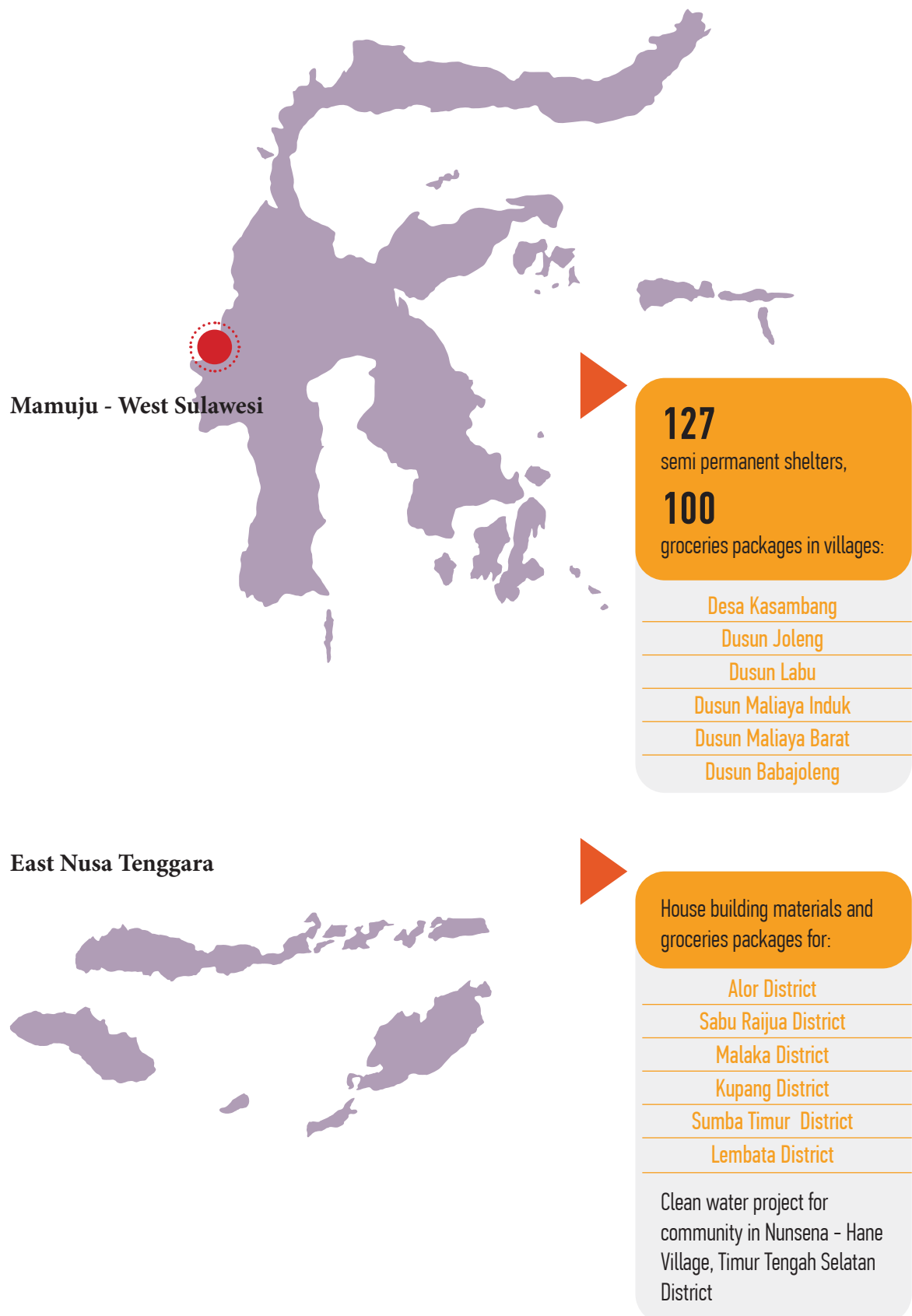
159.500 pieces nurse cap & shoe cover	52.295 pieces apron, hazmat & protective gown	57.610 pieces N95
355.000 pieces medical mask	121.350 pairs surgical glove & latex glove	4.600 pieces safety boots, face shield and goggle

Multivitamin & Vitamin C.	38.460 bottles
Medical equipments (oximeter, AED, Thermometer, Stethoscope etc)	6.805 pieces
Oxygen Cylinders	3.800 cylinders
Oxygen Concentrator 20L	90 pieces
Body bag	1.200 pieces

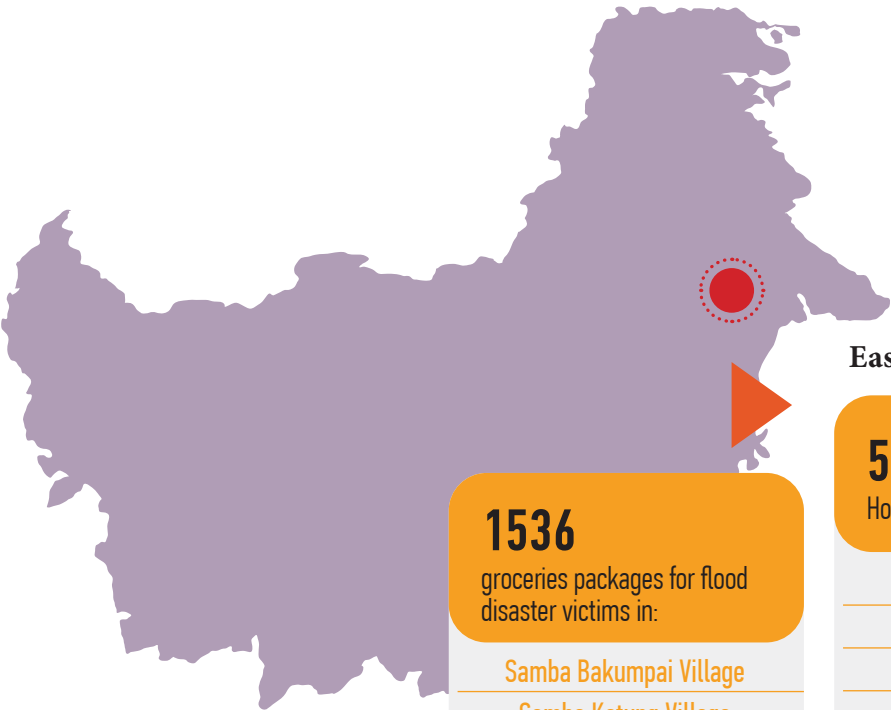
IDR 21,7 billions+
of fund raised from benihbaik.com and public for COVID-19

IDR 2,2 billions+
of fund raised from benihbaik.com and public for Catastrophic reliefs

Reliefs packages for catastrophic situation in 2021



Reliefs packages for catastrophic situation in 2021



East Kalimantan

1536

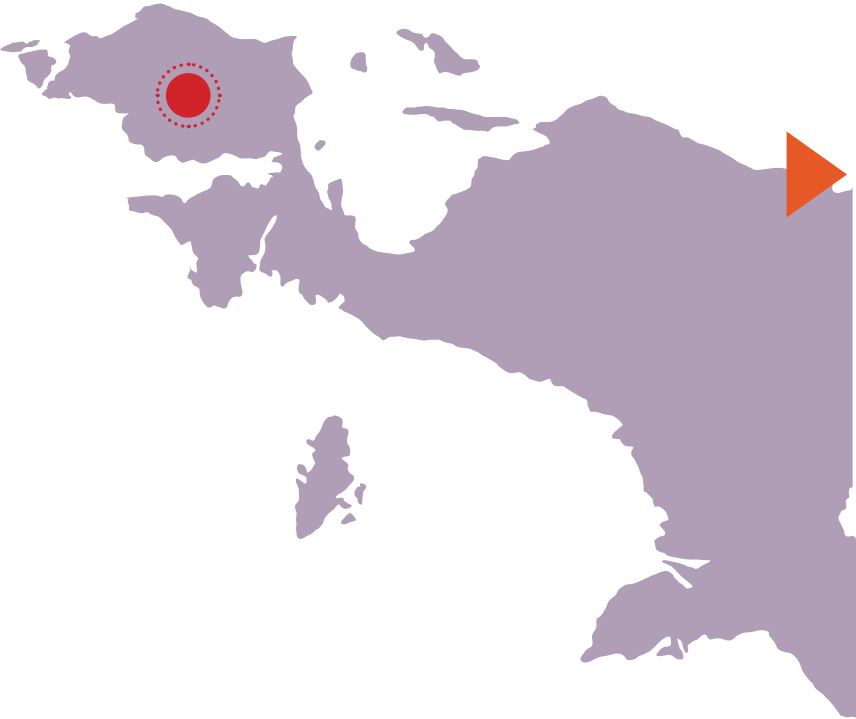
groceries packages for flood disaster victims in:

- Samba Bakumpai Village
- Samba Katung Village
- Tumbang Tungku Village
- Garagu Village

5

Housing rebuild in:

- Raden Village
- Maluka Baulin District
- Astambul District
- Dalem Pagar Village
- Martapura District



West Papua

Cleft lip surgery for **32** children in Sorong district

Reliefs packages for catastrophic situation in 2021

East Java



Sukma Bangsa Schools

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 enrolls back to Sekolah Sukma Bangsa until they graduate.

Teachers and Staffs

The total number of teachers and staff as of January, 2022 at Sekolah Sukma Bangsa Aceh (Pidie, Bireuen, Lhokseumawe and Sigi) are **340 persons**. That number including **218 teachers, 122 academic staff** and supporting staff.

The ratio between teacher-student is

SSB Sigi 1 : 12

SSB Pidie 1 : 9

SSB Bireuen 1 : 10

SSB Lhokseumawe 1 : 11
that is better than national ratio (1:16)

This good ratio means nothing without other personal development programs. As part of practicing 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 Lhoseumawe), 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 across Indonesia.

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.

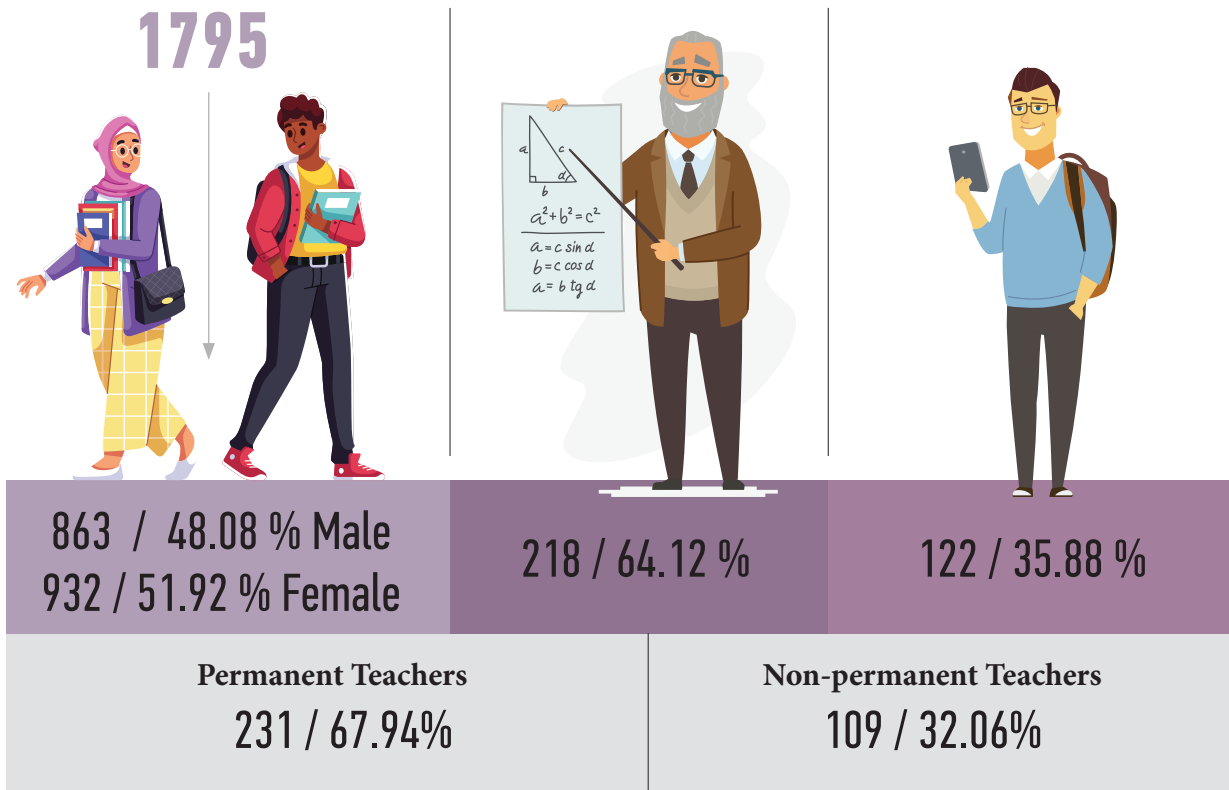
The parents' reasons to send their children to study at Sekolah Sukma Bangsa Aceh vary from school values to the belief that Sekolah Sukma Bangsa is a safe and clean environment. Quality of teachers still becomes main consideration for parents to send their children to study at Sekolah Sukma Bangsa. 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 seventeen 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.

Numbers of Student 2006-2021

Teacher and staffs

Supporting staffs



Kick Andy Foundation

Even though we are facing global crisis of Covid-19, Kick Andy Foundation continue to collaborate with donators and partners to address and protect human life, inequalities and health through various programs.

Kick Andy Foundation in 2021 distributed :

322 prosthetic leg • **100** eyeglasses

1000 pairs of school shoes • **180** cataract surgeries

50 hand washing stations • **50** pre-school book packages



Eagle Institute Indonesia

Eagle Mandiri Foundation is present as a form of commitment from Metro TV in developing the growth of the national film industry, particularly in the development of documentary films as a medium of expression to strengthen nationality.

Known as Eagle Institute Indonesia (EII), its presence is in response to bridge the youth in expressing their thoughts through documentary films.

As a documentary education centre, EII concern is in building and developing an insightful and character-oriented documentary film production, that contributes to the success of the national documentary film industry, and plays an active role in international documentary film forums.

EII continues to strive in improving the expertise of community groups, especially in the field of video documentaries starting with production design, and encourages the use of documentary films in social, political, and cultural campaigns.

Through a professional network, Eagle Awards' alumni plays an active role in continually creating professional work, initiating video documentaries which will become a concrete public movement in demonstrating civil society's role in safeguarding the nation.

Over 15 years, the EADC (Eagle Awards Documentary Competition) programmes has helped publish 150 filmmakers and 75 documentary films. Moreover, EJDC (Eagle Junior Documentary Camp) has published 30 youth filmmakers and 15 documentary films by youth participants.

In the last nine years, Eagle Institute Indonesia has created more than 250 documentaries through the Melihat Indonesia program that airs on Metro TV.

Vision:

Eagle Institute Indonesia is a foundation that was established as a center for education and development of an insightful and character-oriented documentary film industry, that contributes to the success of a national documentary film industry, and plays an active role in international documentary film forums.

Mission:

- Encouraging a documentary film industry to produce quality films.
- Becoming a development and training forum for community groups such as university students, film communities, young intellectuals and people who are interested in exploring documentary films.
- Creating and developing knowledge and expertise of video documentary community groups from planning and production, to the dissemination of the documentary film to a wider target.
- Through the professional network of Eagle Awards alumni, play an active role in making video documentaries that can become a concrete public movement to show the role of civil society in safeguarding the life of the nation.

Eagle Institute Indonesia

Programs:

1. EAGLE AWARDS DOCUMENTARY COMPETITION (EADC)

EADC was first held in 2005. It is a competition for beginners among creative young people and college students, where they can express their thoughts and aspirations. It also works as a visual record of history.

Every year EADC conducts road shows to various universities throughout Indonesia, to attract participants, select the best proposals, and facilitate them in producing documentaries to include their documentaries in various national and international film competitions and festivals.

2. EAGLE EDUCATION CENTER

An education center for basic documentary classes (for high school students) and advance documentary classes (for Eagle Awards alumni, broadcasting trainers/teachers, and also for NGOs who are active in media advocacy and literacy).

The programs aim to create professional resources, guided by professional filmmakers who are experienced and competent in their fields.

3. EAGLE MEDIA PRODUCTION

A professional network among alumni for producing documentary films, company profiles, PSAs, short films, documentaries, education about film or media, etc.

4. EAGLE FORUM

Eagle Forum is a forum intended to appreciate the works of Eagle Awards alumni through an open discussion among filmmakers and practitioners, aiming to open a dialogue regarding the film's theme, in relation to the current condition of the country.

5. "MEREKAM DARI RUMAH, SALING MENJAGA"

As a token of care and gratitude from Eagle Institute Indonesia to members of the creative industry, specifically documentary genre workers who are impacted by the COVID-19 pandemic, Eagle Institute Indonesia launched the "Recording from Home, Caring for One Another" programme. Eagle Institute Indonesia invited documentary film makers and workers to capture a documentary piece filmed from the comfort of one's home.

The selected filmmakers received a financial aid and had their work screened on the 'Melihat Indonesia' program on Metro TV and also be featured on the Eagle Web series (Youtube Eagle Awards). The prize money is generated from Eagle Institute Indonesia's web fundraiser and Kitabisa.com, amounting to Rp 77,077,829 and had proportionately distributed to the selected participants.

Eagle Film Achievements

The documentaries produced by Eagle have received many awards both in Indonesia and abroad. To name a few:

- **Provokator Damai**
by Rifky Husain dan Ali Madi Salay: Official Screening - Asiatica Festival in Rome, Italy. (2014)
- **70;30=?**
by Lanang Bagus P dan Iswadi : Nominee in “Best Camera Work” Category - Al Jazeera International Documentary Film Festival. (2014)
- **Dolanan Kehidupan**
by Afina Fahru M & Yopa Arfi Y: The Best Film Documentary - Festival Film Indonesia (2014)
- **Pejuang Dari Gua Purbakala**
by Nurtaqdir Anugrah & Muhammad Fahmi: Nominee in “The Best Film” Category- The First Golden Tree International Documentary Festival (Frankfurt, German, 2016)
- **Memetik Sasandu Di Nusa Lontar**
by Rian Rinaldi & Wisnu Prasetyo: Special Screening - ABU Prizes (Kuala Lumpur, 2016)
- **Mama Amamapare** by Fabian Kakisina & Yonri Susanto Revolt:
The Best Short Documentary - Festival Film Indonesia (2016)
- **Lepo Lorun Untuk Dunia**
by Milto Seran & Yovitaheni: The Best Documentary - Indonesian Ethnographic Film Festival (2016).
- **Mama Amamapare**
by Fabian Kakisina & Yonri Susanto Revolt : Nominee in The Best Film Category - The First Golden Tree International Documentary Festival (Frankfurt, German, 2017) and The Best Documentary Film, Excellent TV Program - Golden Ribbon Film Festival (China, 2017)
- **Mendengar Senyuman**
by Carya Maharja dan Radisti Ayu Praptiwi : Nominee in The Best Film Documentary Category - Others Film Festival (Melbourne, Australia, 2018) and Nominee in Film Documentary - Woodpacker Film Festival (New Delhi, India, 2018)
- **Melihat Indonesia, Merajut Nusantara Secara Digital:**
KPI Awards Category of “Program Peduli Perbatasan dan daerah Tertinggal” (2020)
- **Bakti Untuk Negeri, Bumi Congkasae Menuju Merdeka konektivitas:**
KPI Awards Category of “Program Peduli Perbatasan dan daerah Tertinggal” (2021)
- **Provokator Damai: 2nd Place dan Audience’s Favorite - Apresiasi Festival Film Dokumenter Pendek Pemda DKI dan Kemendagri (2021)**

Surya Edukasi Bangsa Foundation

Surya Edukasi Bangsa Foundation (SEBAF) established with the focus on the education sector. The institution was founded to provide quality and equitable education in Indonesia. SEBAF has been officially registered as a legal institution through the Ministry of Law and Human Rights of Indonesia under registration number of : AHU0017829.AH.01.04 Year 2019, since 2 December 2019.

VISION:

Spreading the educational brightness throughout the country to provide equitable and qualified education through sustainable synergy with all Indonesian academics.

MISSIONS:

1. To implement programs that are focusing on education assistance and the development of digital-based education.
2. To build cooperation between institutions, agencies and or other companies that have the same goals.
3. To collect and distribute education funds to outstanding students, who are coming from the lower-middle income class, and OSC scholarship recipients.
4. To collect and distribute aid funds to educators, schools, and students.
- 5.

PROGRAM:

1. OSC (ONLINE SCHOLARSHIP COMPETITION), by providing scholarships from Top Universities, to make it easier for students to achieve a bachelor degree. Every year, OSC provides hundreds of scholarships worth tens of billions of Rupiah.
2. Living Cost Aid, giving living cost aid to 100 OSC selected winners.
3. Drive For Edu, by involving car lovers community or clubs to raise funds, needed to help repair damaged school facilities and infrastructures, and provide aids for teachers and students through education equipment aid.
4. Post-pandemic Scholarship is a Social Movement together with Baznas (Amil Zakat National Agency) and Indonesia Scholarship Centre (ISC), that will be applied to help students who are affected by the 2020 pandemic.
5. #GurukuPahlawanKu, is a Social Movement to assist teachers in order to support their distance learning program during the 2020 pandemic.

Total benefactors 2019-2021

499 OSC recipients: 179 male (35,9%) + 320 female (64,1%)

130 Living cost aid recipients with total amount of IDR 1.9 billion

17 Post pandemic scholarship recipients

140 teachers *#Gurukupahlawanku* recipients



IV. 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

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 increased by 21 % in the year of 2021. Compared with the year of 2020, primarily due to waste from Covid-19 crisis and recovery situation. However “working from home” has been changed to almost 75%, result in more significant addition in the waste across our offices. Of the waste generated at our locations, 76,1% was recycled and 23,9% diverted to alternative energy.

As all operations, we do produce a moderate 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.

Circular Economy

The road to zero waste world may seem long and winding, but Media Group has ambitious and optimistic ways to make a positive impact on the journey where we think a circular economy approach is how we can achieve that goal.

The first step started in August 2019 is to implement environmental monitoring on air emission, and wastes (Non-organic, Organic, and Hazardous). The results will serve as an early baseline for the program going forward where through our actions of creating a circular economy we can take all of our waste and turn them into more useful output.

As all business operations, we do produce an average 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.

Implementation Process

Once we've understood where our baseline of waste lies, implementing our strategy of circular economy is done through 2 ways: Changing society mindset, and converting waste to useful outputs. Through this good housekeeping approach.

Media Group is able to create a new model where it will further decrease the supply of waste by reducing the amount of waste through changing the societies mindset and what's left will be converted to other useful outputs.

Changing society mindset is done through a new policy that was created in the office where all plastics that's provided by the company are going to be gradually decreased until it's completely gone and is asked to bring their own alternatives. These plastics include takeaway cups on our cafeteria, plastic container & plastic bags which have been the majority source of our plastic wastes.

Converting waste was done on all variants (Hazardous, Non-organic & Organic) where we worked closely with 3rd parties who are experts on each type of wastes.

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For hazardous waste (Benzene from newspaper, battery, toner, chemical storage, and pest control) we worked with PT Bintangmas Cahaya where we make the waste processed into bio- energy.

For non-organic waste (used plastic , tissues, diapers, boxes, glass and bottles) we worked with PT Waste 4 Change where we were able to repurpose waste into bio-energy (bracket), recycled paper and Tetra Roof.

Lastly for organic waste (food, fruit, leaf) we were able to convert waste into compost and maggot food through different processes (bioconversion, rarefaction, harvesting, drum storage).

Additionally, cooking oil was able to create a breakthrough where we convert the waste into bio solar raw material for alternative energy supply to industrial purposes.

Result and Impact

According to Ellen Mac-Arthur Foundation, a Circular Economy allow us to not only protect, but actively improve the environment. As we think about it, we are agreeing to this.

In Nature, waste simply does not exist. Everything is food for something else. A leaf that falls from a tree feeds the entire forest.

By applying circular economy principles of designing out waste, keeping products and materials in use, and regenerating natural systems, we can preserve and enhance our natural resources.

Hence, over the period of August 2019 to December 2021, Media Group implemented these principles and as a result we've created an astounding impact on the company.

On the society aspect, people have become more conscious towards plastics usage and as a result have brought their own container.

Graphic hasil Pengelolaan sampah

SAMPAH ORGANIK



Magg Feed



Pupuk Organik

SAMPAH ANORGANIK



Tetrapak



Tetra Roof



Recycle Paper



Residue



Bata (Bricket)

Waste Performance

Total waste in 2021 (In tons)

Cooking Oil		Organic Waste		Non-organic Waste	
2020	2021	2020	2021	2020	2021
10.904	6.328	63.48	77.25	55.974	18.015

Money generated >< waste cost management (In 000)

Cooking Oil		Organic Waste		Non-organic Waste	
2020	2021	2020	2021	2020	2021
49.000	28.477	60.000	58.000	128.739	16.80

Hazard Waste in 2021

3.6 tons with handling cost
of IDR **21.7 millions**

V. GOVERNANCE

Media Group is committed to having a strong corporate governance practices that essentially involves balancing the interests, rights and responsibilities to nation and our multi stakeholders. Through our responsible business practices, we become more strategic and resilient.

Internally our corporate governance practices encompass every sphere of management, from action plans and internal controls to performance measurement and corporate disclosure.

Internal Control

Internal Control framework is a structured guide that organizes and categorizes expected controls in all aspect in our operational. In doing so, Internal control helps the organization design control procedures that create and preserve value while minimizing risk.

Objectives

Protecting
investments and
assets

*Compliance with
applicable laws &
regulations

*The effectiveness
and efficiency of
operations

*Integrity & reliability
of information and
reporting

Framework

*Risk
Assessment

*Control
Activities

*Information &
Communication

Monitoring

Internal Control system is to provide effective governance and oversight of:

- Code of conduct policy and company regulations
- Human Resources practices
- * Delegation of authority
- * Policies and standard operating procedures
- * Annual budget & business plan
- * Independent Assurance by Internal audit

Internal Audit

Media Group's business units establish The Internal Audit unit to support and provides independent and objective assurance in all aspect of operational.

The Internal Audit unit is responsible for keeping accountability regarding internal company procedures and industry rules. This include studying accounting records, preparing compliance reports and supervising company workflows.

Association & Certification

Metro TV

ATVSI (Indonesian Private Televisions Association)

Media Group Networks

Journalist PWI (Indonesian Journalists Association)

Indocater

ISO 14001:2015 Environmental Management System

HACCPVER:2003 Food Safety Management System (CODEX HACCP - Hazard Analysis and Critical Control Point) and GMP (Good Manufacturing Practices)

ISO 22000:2018 Food Safety Management System (Incorporating the Principles of HACCP developed by the Codex Alimentarius Commission (Rev 4-2003)

ISO 45001:2018 Occupational Health & Safety Management System

ISO 9001:2015 Quality Management System

ISO 37001:2016 Anti-Bribery Management System

Compliance, Ethic & 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 2021 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.

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.

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Report Period

January - December 2021

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

