

A woman with long blonde hair, wearing a vibrant, multi-colored floral dress with a high slit, stands on a sandy beach. She is holding onto a large palm frond that arches over her. The background features a tropical coastline with more palm trees, a small building, and the ocean under a bright sky.

MAP
Mitra Adiperkasa

GROW

Unaudited 1Q22 Result

OVERVIEW

The Way Ahead

MAP retail Sports, Fashion, Department stores, Digital Technology, F&B, Travel, Lifestyle & Convenience stores.

Our diversified portfolio of brands are unified via our MAPCLUB APP which creates a new shopper dimension by conveying who shops where, when, why & how across the archipelago.

The Covid19 pandemic has created unprecedented challenges to retailers. MAP is adapting its model to capture sales at every layer of consumerism by leveraging our 150+ exclusive brands across all modes of physical, digital & social channels.

Our new Unified Retail strategy will reinvent the shopping experience ensuring we remain consumer relevant while upgrading our proposition across stores, brand.com, value pricing, and first class loyalty engagement.



VISION

To be the leading
omni-channel retailer
in Indonesia



VALUES

We are a
P.E.O.P.L.E
oriented company



MISSION

To bring health, happiness
and a more fulfilling
lifestyle
to our valued customers
through our portfolio of
world class brands and
omni-channel retail
network



People Centered Approach

We put our customers, employees and the community at the heart of all our business decisions

Empowerment

We empower our people with authority. We believe that delegation of power and autonomy promoted contribution, accountability, and entrepreneurship. Entrepreneurship is key for retailing, and it helps in the personal development of staff.

Originality

We pioneer new concepts and ideas in all our endeavors – be it retailing, distribution, manufacturing or food & beverage.

Principles

We subscribe to the highest principles of integrity and honesty.

Loyalty

We cultivate strong employee and customer loyalty and long term relationships with principals, partners, landlords, and suppliers.

Earnings

Earnings must be achieved without compromising our core values.

MAP is **SHOPPING FOR EVERYONE** from dawn to dusk



MILESTONES

1995

- **Incorporation**
Started with Sports before venturing into Fashion and Lifestyle

1997

- Foray into **Kids products** (toys & apparel)

2002

- Diversified into **Food & Beverage** with Starbucks Coffee
- Started operations of **Garment Factory** in Gunung Putri, Bogor

2003

- Ventured into **Department Stores**



2004

- **IPO of MAP** (Listed on Indonesia Stock Exchange)



2005

- **Best Managed Company** in Indonesia
- AsiaMoney



2007

- **Best Managed Company** in Indonesia
- FinanceAsia



2011

- **Top 40 Companies** in Indonesia
- Forbes Indonesia



2012

- **Most Admired Companies** in Indonesia
- Fortune Indonesia
- **Best Capital Award** (nomination)
- Indonesia Stock Exchange
- **#1 Retail Company** in Indonesia
- SWA Magazine

2013

- **Nomination for Retailer of the Year (Emerging Market)**
- World Retail Congress



MILESTONES

2014

- **Most Powerful & Valuable Company** in Indonesia (Retail) – Warta Ekonomi
- **Corporate Social Responsibility (CSR) Award** – Finance Asia
- **Investor Relations Award** – FinanceAsia
- **Strategic partnership** with Everstone for Burger King and Domino's Pizza

2015

- **Most Admired Companies** in Indonesia (Retail) – Warta Ekonomi
- **Strategic partnership** with CVC for Active Division (MAA)
- Launch of **MAPEMALL.com**
- Launch of **MAP Club**
- Launch of **MAP Retail School**
- **Ventured into Vietnam** (First Zara Store in HCM City)
- **Strategic partnership** with General Atlantic for F&B (MBA)

2016

- **IPO of MBA** (MAP Boga)
- **Further expansion in Vietnam**
- **Best Mid-Cap Company** in Indonesia (3rd placing) – FinanceAsia
- **Best CEO** – Obsession Media Group
- **Most Powerful Company** (Retail Trade) – Warta Ekonomi
- **“Best in CSR”** – Padmamitra Award from Jakarta Provincial Government

2018

- **IPO of MAA** (MAP Active)
- **“Best in CSR”** – Padmamitra Award (National level) – for excellence in CSR from Indonesia's Ministry of Social Affairs and Forum CSR Kessos
- **Best in Corporate Communication** – SWA Group Magazine
- Launch **Planetsports.asia** & **Kidzstation.asia**

2019

- **Ventured into new-age technology** with the launch of Digimap (Apple Premium Reseller)
- Launched **Zara.com/id** & **Zara.com/vn**
- **Launched Starbucks Dewata**, the biggest and one-of-a-kind Starbucks Reserve in South East Asia

2020

- **Ventured into Philippines** (MAP Active)
- **Top 50 Companies in Indonesia** - Forbes Indonesia

2021

- **Bank Indonesia's Best Corporate Statistics Respondent** – Bank Indonesia
- **PT Panen Lestari Indonesia “Best CASA (Dept. Store Merchant Category)”** – Bank Rakyat Indonesia

ORGANIZATION STRUCTURE

BOARD of COMMISSIONERS

Sri Indrastuti Hadiputranto
Independent President Commissioner

GBPH. H. Prabukusumo, S.Psi
Independent Vice President Commissioner

Hendry Hasiholan Batubara
Commissioner

Tan Enk Ee
Commissioner

BOARD of DIRECTORS

H.B.L. Mantiri
President Director

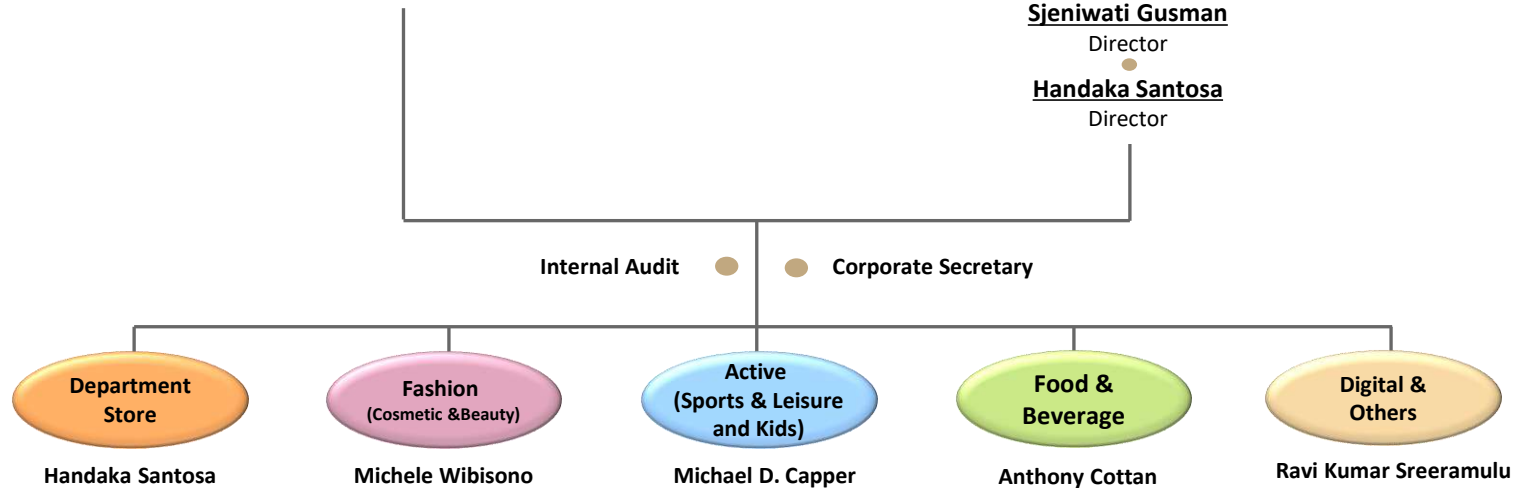
V.P. Sharma
Vice President Director

Susiana Latif
Director

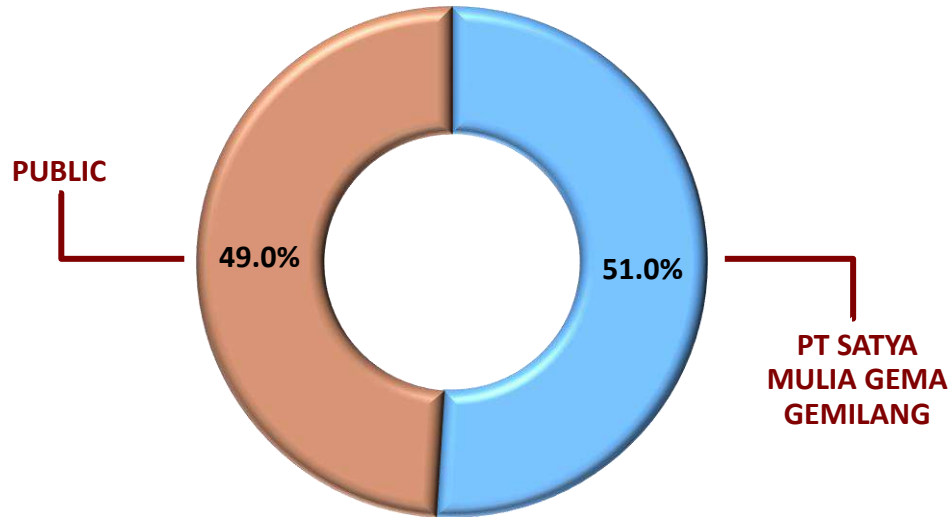
Michael D. Capper
Director

Sjeniwati Gusman
Director

Handaka Santosa
Director



SHAREHOLDER STRUCTURE



MAP – as at 31st March 2022

Local Share Ownership	65.3%
Foreign Share Ownership	34.7%

Note: There is no affiliation between numbers of the board of Commissioners, the Board of Directors, or Majority and/or Controlling Shareholders.

MORE THAN 150 EXCLUSIVE BRANDS

ENTERTAIN OUR SHOPPERS 24 HOURS A DAY



WHAT IS UNIFIED RETAIL?

Integrating our offline, online and social channels into one ecosystem

OFFLINE SALES

- MAP stores
- Brand mono stores
- Wholesale

ANALYZE DIGITAL DATA

- CRM/ loyalty
- Social commerce



**BRAND
MANAGER
&
MIM**

ONLINE SALES

- MAPemall → MAPCLUB.com
- Multi-brand sites MAP
- Mono-brand sites MAP
- 3rd party marketplaces

MAP CLUB

- Member acquisition
- Member reactivation
- Member customer service

MAP CLUB

MAP
Mitra Adiperkasa



Earn & Redeem Points Easily



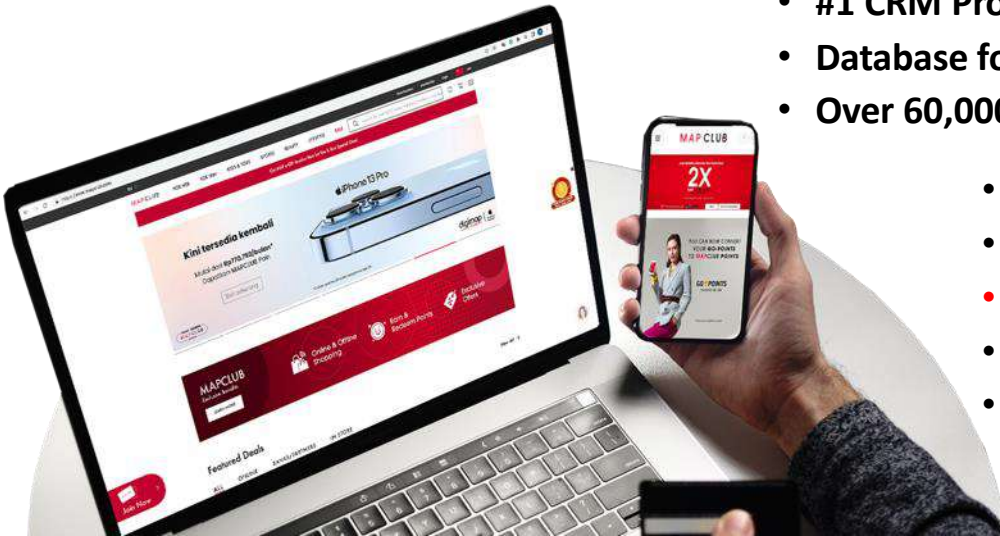
**Hundreds of Brands,
Thousands of Stores**



**Remarkable
Member Privileges**

- Launched in 2016
- #1 CRM Program in Indonesia
- Database for cross-selling and marketing
- Over 60,000 Social Media followers

- More than 20,000 mobile apps users
- Potential to create lifestyle coalition loyalty program
- **Members, as per March 31st, 2022: 5.2 million**
- Average value per transaction: Rp 836.8 k
- Average shopping frequency per year: 1.6 x



1 Q22 FLASH



2,777 Retail Stores*) **110+** Retail Concepts

20+ Online Concepts , **150+** Exclusive brands

Physical stores in **79** Cities in Indonesia

ASEAN presence in Philippines, Thailand & Vietnam

Rp5.6 trillion sales in 1Q 2022 (+**30.6%** YoY)

Digital sales growth of **31.9%**, **10.3%** contribution to sales

8.7% EBIT Margin

18.2% EBITDA margin

10.2% net income margin in 1Q 2022**)

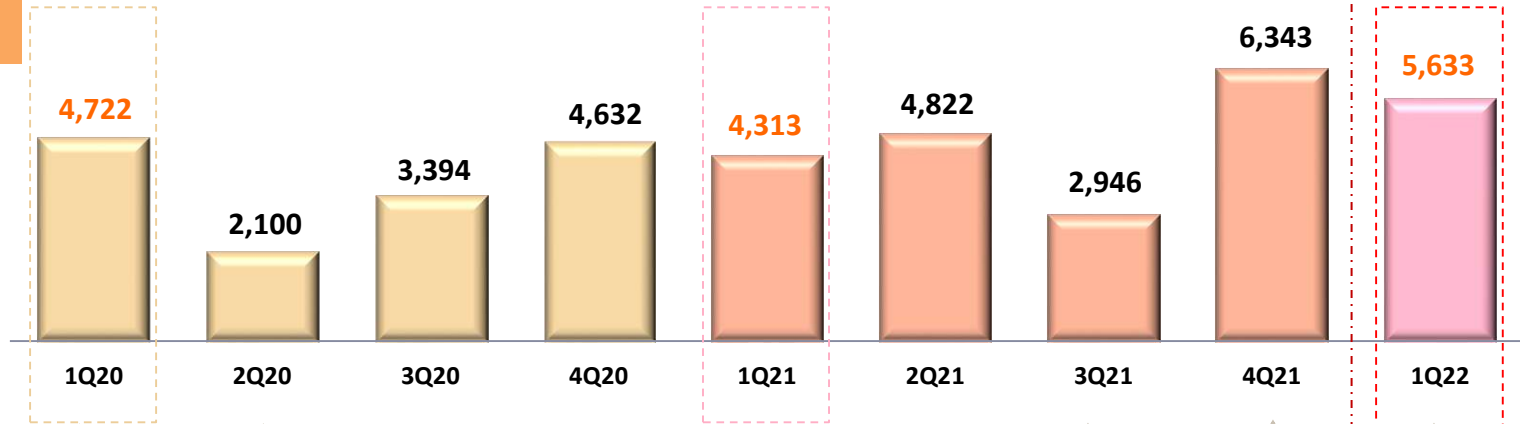
**) Include Burger King & Domino's Pizza*

****) Include BK partial divestment in 1Q22*

NET SALES & GROWTH (IDR bn, %)

	<u>1Q20</u>	<u>2Q20</u>	<u>3Q20</u>	<u>4Q20</u>	<u>1Q21</u>	<u>2Q21</u>	<u>3Q21</u>	<u>4Q21</u>	<u>1Q22</u>
% Growth YoY	+1%	-61%	-37%	-25%	-9%	+130%	-13%	+37%	+31%

QUARTERLY NET SALES



TIMELINE

Pre-COVID Jan-Feb'20 still normal	Beginning of COVID in Mar'20 Malls closure Mar-Jun'20 (1 st PSBB Apr'20)	Since malls allowed to reopen in mid-Jun'20, there are still limitations in traffic capacity and adjustment in operating hours to date (in malls and F&B dine-ins). COVID-19 vaccine started to be rolled out in Jan'21	Malls closure Jul-Aug'21 (Emergency PPKM) Gradual relaxation since mid-Aug	PPKM relaxed as COVID-19 daily cases eased Jabodetabek level 1 in Nov-Dec	Slightly tighter PPKM in Feb'22 due to Omicron variant, then being relaxed since Mar'22
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FINANCIAL HIGHLIGHTS (IDR bn, %)

	AFTER PSAK 73/ IFRS 16			PRIOR PSAK 73/ IFRS 16		
	1Q22	1Q21	Growth (%)	1Q22	1Q21	Growth (%)
Net sales	5,633	4,313	30.6%	5,633	4,313	30.6%
Gross Profit	2,414	1,798	34.3%	2,417	1,801	34.2%
GPM (%)	42.9%	41.7%		42.9%	41.8%	
EBIT	488	188	160.3%	454	145	212.0%
EBIT Margin (%)	8.7%	4.4%		8.1%	3.4%	
EBITDA	1,026	727	41.1%	664	365	81.7%
EBITDA Margin (%)	18.2%	16.9%		11.8%	8.5%	
Net Profit (Loss)	577*)	18	3027.4%	621*)	47	1229.8%
NPM (%)	10.2%	0.4%		11.0%	1.1%	
Norm. Net Profit (Loss)	628	53	1077.5%	628	53	1077.5%
Normalized NPM (%)	11.2%	1.2%		11.2%	1.2%	

*) Include BK partial divestment in 1Q22

OPERATIONAL EXPENDITURE – 1Q22*

(IDR bn, %)

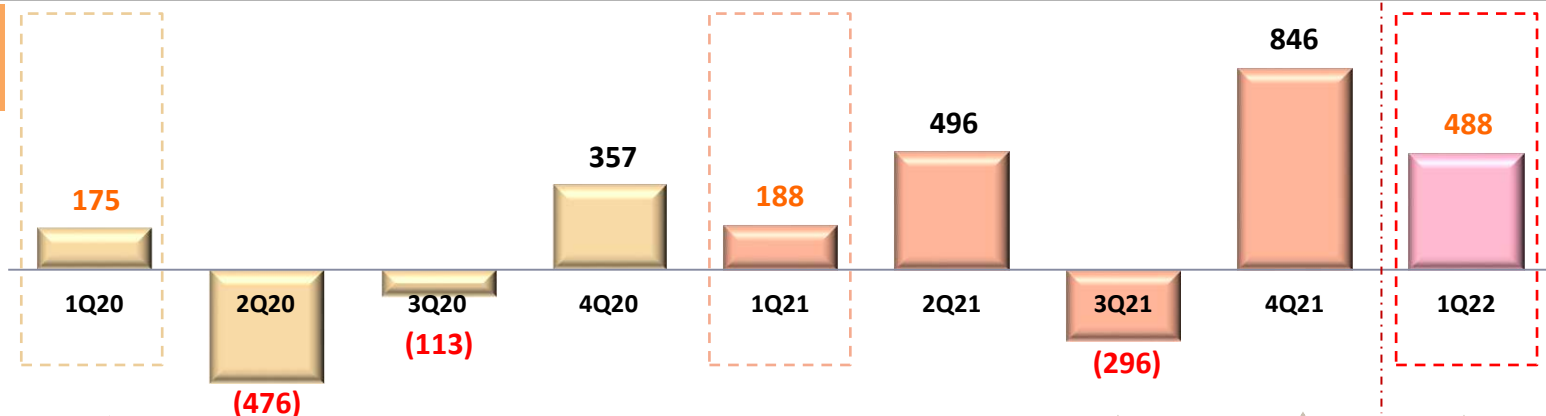
	1Q22	1Q21	1Q22 vs 1Q21 Growth
LABOUR	663	543	22.0%
RENTAL	537	447	20.2%
DEPR. & AMORT.	208	217	-3.7%
UTILITIES	76	67	12.7%
A & P	53	47	12.3%
OTHERS	426	334	27.4%
TOTAL OPEX	1,963	1,656	18.6%

*) Prior PSAK 73/ IFRS 16

PROFITABILITY (IDR bn, %)

	1Q20	2Q20	3Q20	4Q20	1Q21	2Q21	3Q21	4Q21	1Q22
Gross Margin	45.8%	36.2%	40.5%	40.7%	41.7%	43.5%	38.2%	42.1%	42.9%
EBITDA Margin	16.8%	6.2%	14.3%	18.2%	16.9%	21.7%	8.3%	22.6%	18.2%
EBIT Margin	3.7%	-22.6%	-3.3%	7.7%	4.4%	10.3%	-10.0%	13.3%	8.7%

QUARTERLY EBIT



TIMELINE

Pre-COVID Jan-Feb'20 still normal	Beginning of COVID in Mar'20 Malls closure Mar-Jun'20 (1 st PSBB Apr'20)	Since malls allowed to reopen in mid-Jun'20, there are still limitations in traffic capacity and adjustment in operating hours to date (in malls and F&B dine-ins). COVID-19 vaccine started to be rolled out in Jan'21	Malls closure Jul-Aug'21 (Emergency PPKM) Gradual relaxation since mid-Aug	PPKM relaxed as COVID-19 daily cases eased Jabodetabek level 1 in Nov-Dec	Slightly tighter PPKM in Feb'22 due to Omicron variant, then being relaxed since Mar'22
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FINANCIAL HIGHLIGHTS (IDR bn, %)

(In Rp bn, %)	<u>FY20</u>	<u>FY21</u>	<u>1Q21</u>	<u>1Q22</u>
Net Revenue	14,847	18,424	4,313	5,633
% Growth	-31%	+24%	-9%	+31%
EBIT	(57)	1,234	188	488
EBIT Margin (%)	-0%	7%	4%	9%



RETAIL FOOTPRINT		
	No. stores	Space (sqm)
TOTAL	2,409	921,937
DEPT STORE	59	356,507
SPC. STORE	1,676	394,200
ACTIVE	1,199	246,768
FASHION & BEAUTY	431	139,689
DIGITAL	42	4,938
OTHERS	4	2,805
F & B	632	160,182
OTHERS	42	11,049

Exclude:

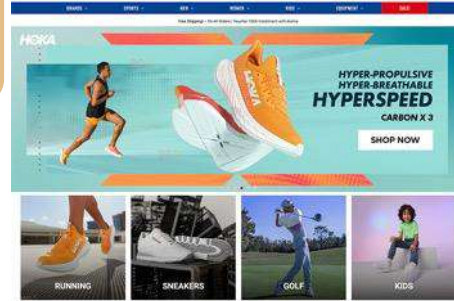
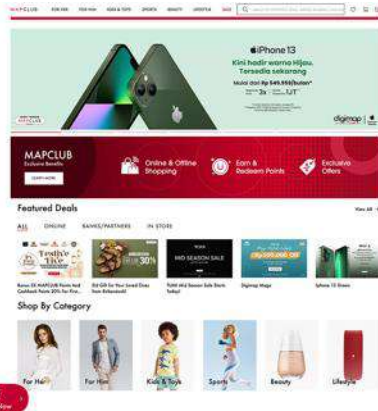
177 Burger King & **191** Domino's Pizza

OUR DIGITAL CHANNELS

DEDICATED MULTI-BRAND PLATFORMS

PLANET SPORTS.ASIA

MAP CLUB



WHATSAPP CHAT AND BUY INITIATIVES



OUR DIGITAL CHANNELS

MONO-BRAND SITES

Reebok .co.id

crocs™ .co.id

CONVERSE ★> .id

SKECHERS .id

new balance .id

Foot Locker .id

LINEASHOES .com

digimap .co.id

Kinokuniya .co.id

ZARA .com/id
.com/vn

PULL&BEAR .com/id

Massimo Dutti .com/id

STRADIVARIUS .com/id

ZARA HOME .com/id

Bershka .com/id

shop.MANGO .com/id

LACOSTE .com/id

id. **TUMI** .com

SEPHORA .co.id

3rd PARTY MARKETPLACES AND ONLINE DELIVERIES

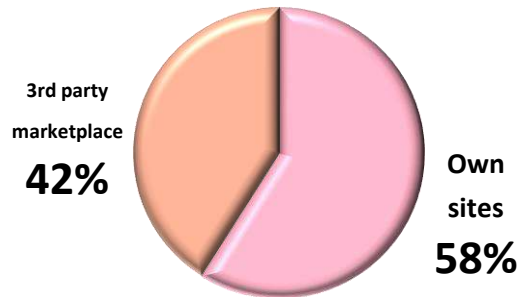


ZALORA

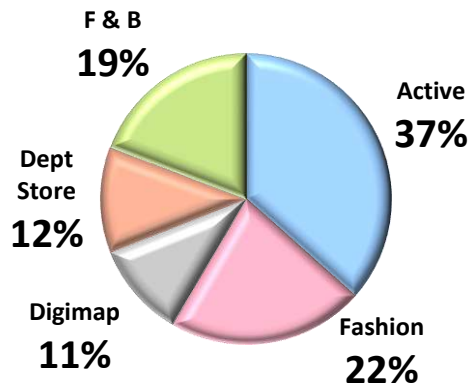


DIGITAL PERFORMANCE (IDR bn, %)

CONTRIBUTION BY CHANNEL

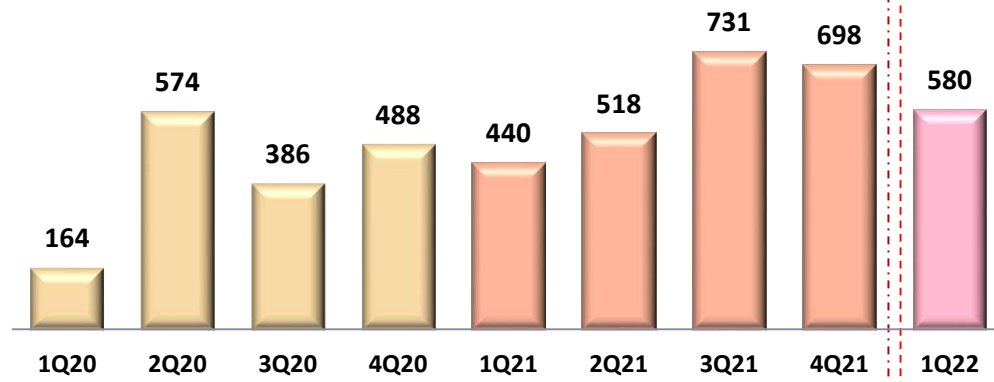


CONTRIBUTION BY SEGMENT



DIGITAL SALES PERFORMANCE

	<u>1Q20</u>	<u>2Q20</u>	<u>3Q20</u>	<u>4Q20</u>	<u>1Q21</u>	<u>2Q21</u>	<u>3Q21</u>	<u>4Q21</u>	<u>1Q22</u>
% to sales	3.5%	27.3%	11.4%	10.5%	10.2%	10.7%	24.8%	11.0%	10.3%



1Q22 Sales Contribution

10.3%

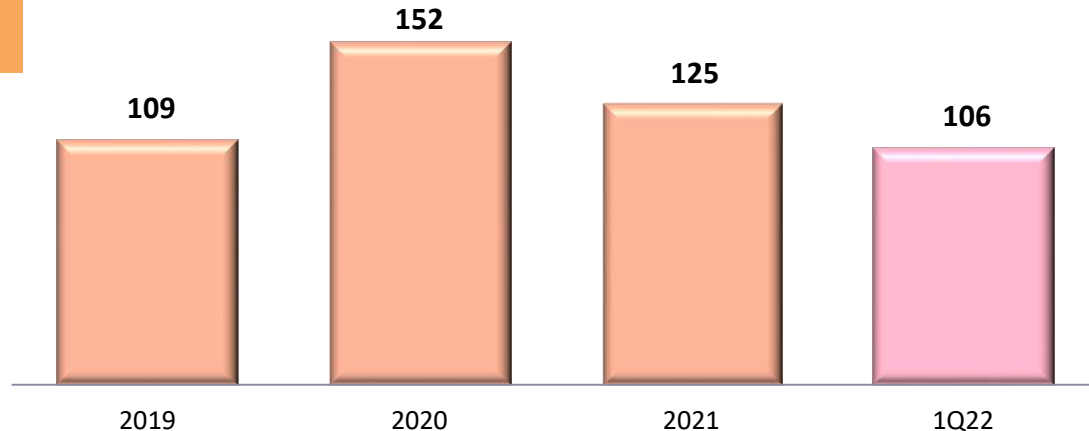
1Q22 Growth YoY (%)

31.9%

INVENTORY LEVEL (Days, IDR bn, %)

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>1Q22</u>
Aging inventory > 6 month	23%	38%	43%	31%

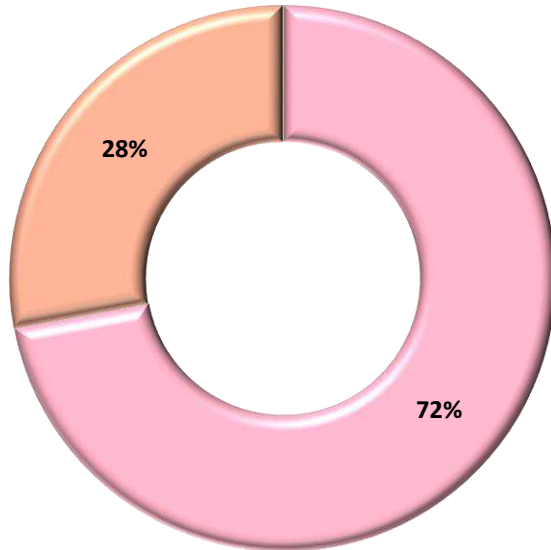
INVENTORY DAYS



The strong gross margin gains in Q1 were driven by higher full price sales via ever fine tuning of the Group's merchandise planning and data analytics. This allowed improved targeting of its best customers and better inventory management control through disciplined supply chain optimization – hence, resulted in lower inventory days and aging.

DEBT STRUCTURE & LEVERAGE (IDR bn, %)

DEBT PROFILE

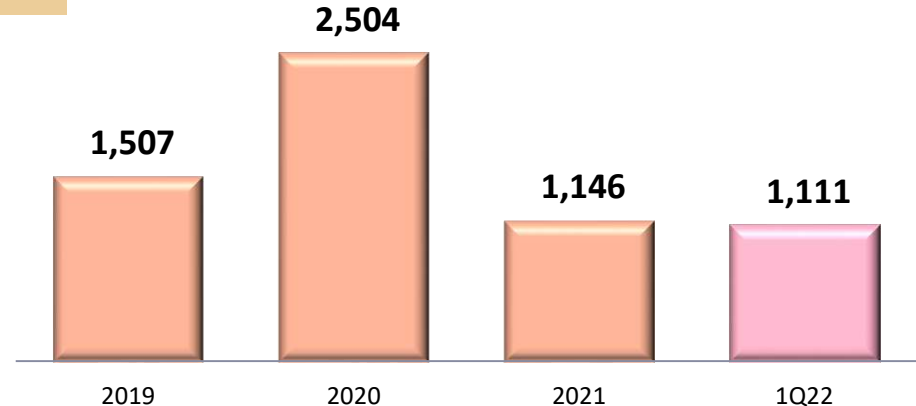


- Loan with Floating Interest Rate
- Loan with Zero Coupon

LEVERAGE*

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>1Q22</u>
Net DER	-4.2%	-4.4%	-23.0%	-17.7%
Blended CoF	6.9%	6.6%	5.4%	5.4%

GROSS DEBT



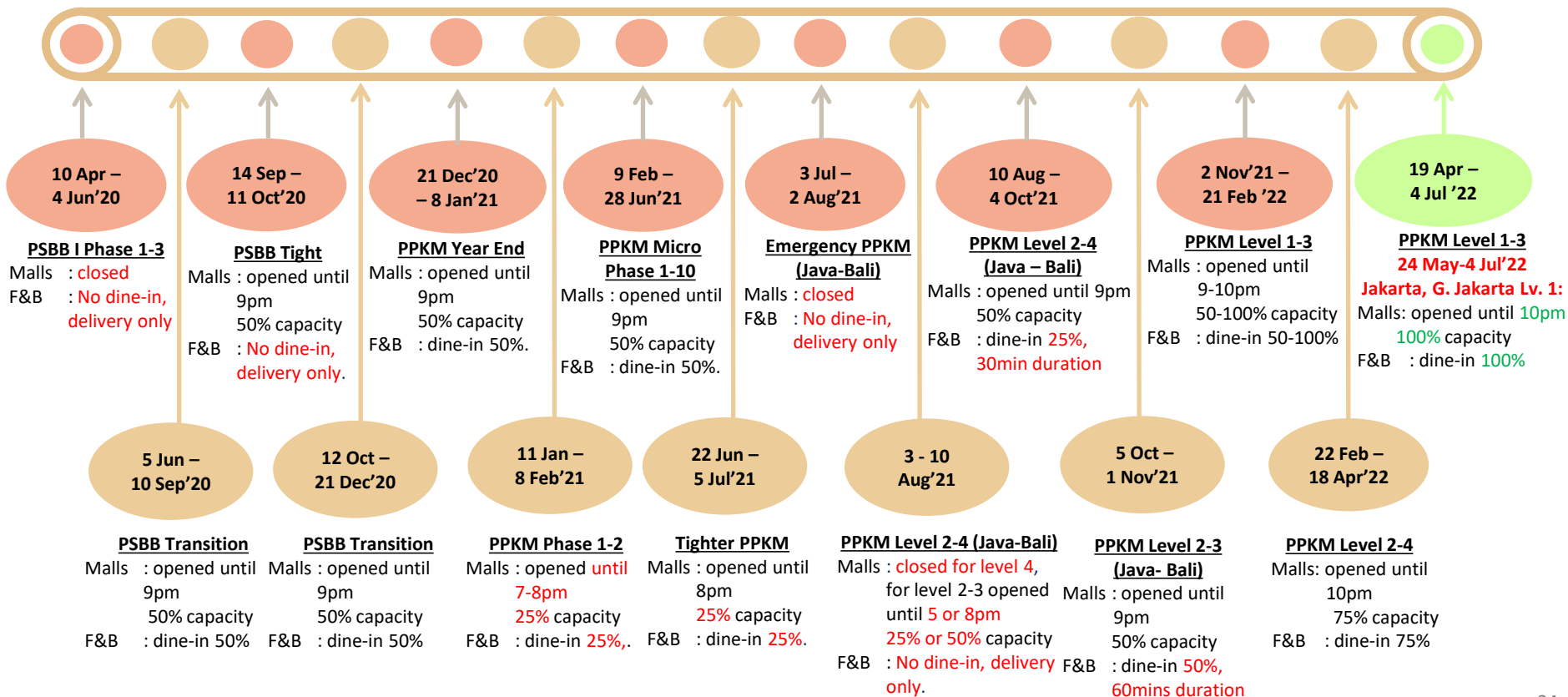
*) Exclude zero coupon bond (GA)

BALANCE SHEET (IDR bn)

ASSETS	As of 31 Mar22	As of 31 Dec21	As of 31 Dec20	LIABILITIES & EQUITY	As of 31 Mar22	As of 31 Dec21	As of 31 Dec20
Cash & equivalents	2,468	2,778	2,788	Bank loan	1,111	1,146	2,504
Account Receivables	597	606	508	Account Payable	2,480	2,521	2,486
Inventories	4,322	3,731	3,715	Bonds Payable	411	404	376
Property, Plant, Equipment	3,628	3,587	3,926	Lease Liability	3,477	3,548	3,918
ROU Asset	3,451	3,582	4,067	Other Liabilities	2,139	2,068	1,867
Other Assets	2,809	2,499	2,646	Equity & Minority Interest	7,657	7,096	6,499
TOTAL ASSETS	17,275	16,783	17,650	TOTAL LIABILITIES & EQUITY	17,275	16,783	17,650

PSBB & PPKM TIMELINE

2020 – YTD 2022





Appendix

OPERATIONAL EXPENDITURE ^{*} (IDR bn,%)

	1Q22	1Q21	% YoY
LABOUR	663	543	22.0%
RENTAL	175	85	105.5%
DEPR. & AMORT.	532	532	0.0%
UTILITIES	76	67	12.7%
A & P	53	47	12.3%
OTHERS	426	334	27.4%
TOTAL OPEX	1,926	1,610	19.6%

^{*}) After PSAK 73/ IFRS 16

THE SUSTAINABLE DEVELOPMENT GOALS



3 PILLARS OF SDGs



MSCI ESG RATINGS^{*)}

COMPARISON WITH GLOBAL PEERS (RETAIL)

Industria de Diseno Textil, S.A.	AAA
The Home Depot, Inc.	AA
Lowe's Companies, Inc.	AA
PT Mitra Adiperkasa Tbk	BBB
Amazon.com, Inc.	BBB
Alibaba Group Holding Limited	BB

*THE USE BY PT MITRA ADIPERKASA TBK OF ANY MSCI ESG RESEARCH LLC OR ITS AFFILIATES ("MSCI") DATA, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT, RECOMMENDATION, OR PROMOTION OF PT MITRA ADIPERKASA BY MSCI. MSCI SERVICES AND DATA ARE THE PROPERTY OF MSCI OR ITS INFORMATION PROVIDERS, AND ARE PROVIDED 'AS-IS' AND WITHOUT WARRANTY. MSCI NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI.

***) As per 1st November 2021**

PT MITRA ADIPERKASA TBK Retail – Consumer Discretionary | ID

	Weight	Score
Environment	18.0%	3.3
Product Carbon Footprint	9%	2.2
Raw Material Sourcing	9%	4.4
Social	49%	4.7
Labor Management	18%	7.3
Chemical Safety	17%	2.5
Privacy & Data Security	14%	3.5
Governance	33%	3.7
Corporate Governance	33.0%	3.7
Overall Score		
Weighted-Average Key Issue Score		4.1
Industry Adjusted Score		5.3

GOVERNANCE



Governance (G) – Compliance to Regulations

As a Public Listed Company, we comply with regulations from Indonesia Stock Exchange (IDX), Financial Services Authority (OJK), and other relevant regulators.

Some of our responsibilities are:

- Submit monthly shareholder report to IDX
- Submit quarterly, 1H, 9M, FY financial report
- Conduct AGM and Public Expose
- Disclosure of Corporate information
- Conduct Management meetings regularly
 - a. BOD meeting
 - b. BOC meeting
 - c. BOC BOD meeting
 - d. Audit Committee meeting
- Set up corporate committees:
 - a. Internal Audit – include store review
 - b. Audit Committee
 - c. Nomination and Remuneration Committee
- Produce and publish Annual Report
- Produce and publish Sustainability Report



Our 2020 Annual Reports

Governance (G) – Brand Partners ESG Achievements/Ratings

Brands	ESG Achievements/ Ratings
INDITEX	MSCI ESG RATINGS AAA CCC B BB BBB A AA AAA
AMOREPACIFIC	MSCI ESG RATINGS A CCC B BB BBB A AA AAA
SKECHERS	U.S. GREEN BUILDING COUNCIL LEED GOLD USGBC Green Building – Distribution center in California
DIADORA	PLATINUM Top 1% 2021 ecovadis Sustainability Rating

Brands	ESG Achievements/ Ratings
SEPHORA	Forbes Forbes 2020 America Best Employers for Women All U.S. Sephora locations proudly run on 100% renewable energy*
STARBUCKS	MSCI ESG RATINGS BBB CCC B BB BBB A AA AAA
APPLE	40% Less carbon emission in 2020 (compared to 2015 emission)

PLANET/ENVIRONMENT



Planet (E) – Enhancing Culture of Sustainability

“The Green Champions”



- In total of **88 Employees** have volunteered to become Green Champions
- The Green Champions are **committed to implement sustainable practices** in their daily activities
- The Green Champions also remind and encourage other employees to **implement more sustainable lifestyle**

Planet (E) – Single Use Plastic Reduction



"No Plastic Use" Campaign



Starting 1 July 2020, The Foodhall is not providing single-use plastic bag anymore to support DKI Jakarta's regulation on plastic bags usage.



Encourage Tumbler Usage



Starbucks X 3.1 Phillip Lim Collection



Bees

Coral

Rainforest

% of Non-single Use Plastic Bags FY 2021:

85% Fashion*	100% Kids and Active	99% F&B
100% Department Stores	100% Digital & Others (Digimap, Kinokuniya)	

TOTAL: 36,570,575 (99%)
paper or non woven bags
from total shopping bags of 36,976,475



- * Remaining plastic bags are biodegradable plastic bags (mostly in outstation)
- ** Remaining plastic bags are used by Genki Sushi
- **in compliance to Pergub DKI Jakarta No 142 Year 2019

Planet (E) – Single Use Plastic Reduction



Starbucks Greener Nusantara Program (since 2019)

Plastic Straws Replaced
by Paper Straws



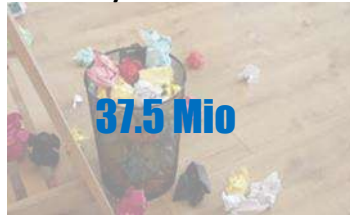
Plastic Utensils Replaced by
Biodegradable Materials



Plastic Stirrer Replaced
by Wooden Straws



Single Use Tissue Replaced by
Recycled Materials



Less Plastic Bottles by
Utilizing Glass Bottle



Single Use plastic Cups Replaced
by 100% Recycled Cups



* Data FY21

Starbucks Collaboration with Surya Indoplastik (since Apr 2021)

Used rPET collected will be recycled by PT Surya Indoplastik into new rPET cups creating closed cycle in our plastic cup lifecycle



299 Kg

Plastic Cups Collected and Recycled by FY21

Planet (E) – Fresh Water Availability



“Planet Water Partnership”



14th Aqua tower installation in SDN 6 Pemenang Barat, North Lombok



Since 2011, **14 Aqua Towers** (clean water filtration system) has been built in **6 locations** (Bali, Bekasi, Lombok, Medan, Surabaya, and Tangerang). Pumps, pipes and filter provided access to clean water for over one thousand people



14th Aqua tower installation in Pondok Pesantren Al-Ijtihad, Danger, East Lombok

Planet (E) – Energy & Emission Reduction



To “Reduce Energy”, we:



Encourage
Virtual Meeting

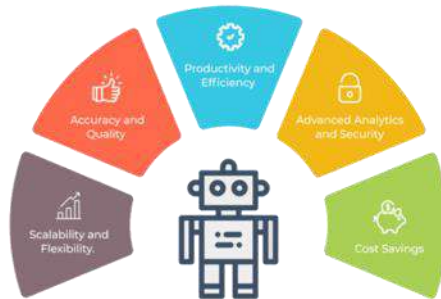


Switch off office light & AC during
lunch break & after office hours



Utilize
LED Bulb

Digital Implementation and Integrated System to Reduce Paper Consumption



Robotic Process Automation (RPA)

Simplify work process, improve accuracy,
productivity and efficiency

Solar Panel Installation to “Reduce Emission”



- The first Starbucks Indonesia with solar panel installed at **Starbucks Drive-Thru Cipondoh**, started to operate in March 2021
- The solar panel provides 13% of the store electricity consumption every month.

Electricity Consumption*:

FY 2020

FY 2021

1.69 Gwh^{***}



1.58 Mwh^{***}

TOTAL ENERGY REDUCTION:

0.11 Gwh^{***} (-6.5% YoY)

Electricity & Water Cost 9M 2021**
(in Rp Million/ thousand sqm)

213.8 vs **217.0** in 9M20
Reduced by **1.5%** YoY

* Sahid Sudirman Center Office Only

** Store & office

*** Gwh: Megawatt hour

Planet (E) – Emission Reduction



Plant Based Option

- Starbucks, Pizza Marzano , Genki Sushi and Subway have offered plant based option in the menu
- Aside of providing various health benefit to our customer, those plant based menu is also environmental friendly
- Producing meat and dairy based menu may cause higher emission, due to excessive land use during farming



Planet (E) – Converse City Forest



MAP
Mitra Adiperkasa

Converse and PT Map Aktif Adiperkasa Tbk are working together with local artist to create a special mural, which created with special paint that can absorb emission and other air pollutant

MAP
active



1



Jl. MH Thamrin Jakarta (Completed in 4 December 2020)

Mural Size: 13,6m x 2,8m (equals to 300 trees)

YTD 2021

4 = 700

Murals "Planted" Trees

2



Jl. RS Fatmawati, Jakarta
(Completed in 6 March 2021)

Mural Size: 15m x 17m (equals to 177 trees)

3



Jl. Ir. H. Juanda, Jakarta
(Completed in June 2021)

Mural Size: 6 m x 25 m (equals to 150 trees)

4



Jl. Raya Joglo, Jakarta
(Completed in 13 March 2021)

Mural Size: 15m x 12m (equals to 73 trees)

Planet (E) – Take Back Program



ZARA



Implementing Stores:

66 stores

All Zara stores in 5 cities (Jakarta, Bandung, Denpasar, Medan, Surabaya)
+ All Zara Home, Massimo Dutti, Pull & Bear, Stradivarius, and Bershka Store

*Other Inditex brands will implement soon



464 kg

For donation



Used Clothes Collected

3,506 kg

Until Dec 2021



909 kg

Sold for second hand use, funds will be used
for Sekolah Relawan operational funds
(sold online only through various IG ex.
Thriftbylovely, due to Pandemic)

1,322 kg

Down cycled
(For pillow/couch stuffing)

811 kg

Up cycled
(Totebag/Bandana)

Planet (E) – Waste Management



duitin

Waste Management started at
18/10/2021

Waste Collected and Recycled:
950.13 kg
FY 2021

Implementing Stores
18
FY2021

Planet (E) – RAJAB Waste Reduction

Through Rumah Belajar Anak Bintang (RAJAB), our community development program, we also encourage sustainable lifestyle from the early age

Plant vase from used fabrics



RAJAB Panyocokan

Reusable bags from used plastic bags



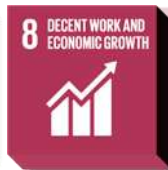
RAJAB Kamojing

Reuse/recycling of used paper



RAJAB Sukawening

SOCIAL (PEOPLE & PROSPERITY)



People (S) – Skills for the Future



Our “Internal Training” consist of:



MAP Retail Academy

Focused on soft skills and certification preparation

Internal Trainings

Done By HR/Principals



Online Platforms

Refreshments, sharing sessions, technical and soft skills

SBU

From SBU

Focused on technical skills

85.08% of our employees are High School Graduates. Professional trainings can help them grow their career path.

MAP Retail Academy

The First Academy in Indonesia with professional retail certification

The Unbeatable Benefits

1. Part of Industry



Together with All Brands under MAP, including ZARA, Marks & Spencer, Skechers, Starbucks, etc., to provide real best practices, industry-standard learning & teaching, and practitioner.

2. International Curriculum



We adopt and adapt International curriculum standards in the retail industry.

3. Licensed by Government



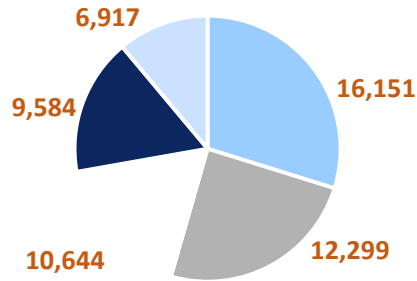
Lembaga Sertifikasi Profesi (LSP) MAP is licensed by BNSP to be able to conduct assessment and release nationally recognized certificate.

People (S) – Online Training



Employees Certified

1,356



Total Access of
Online Training

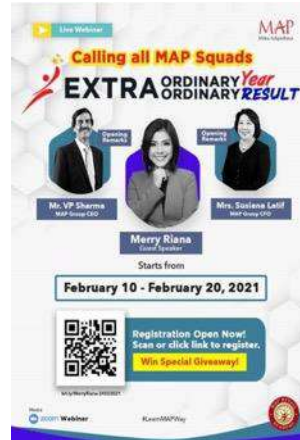
55.5 k

External Training
Session Participants

899

Materials	Sessions	Participants
Personal development	64	16,151
Well being	17	12,299
Selling skills	41	10,644
Leadership	41	9,584
Customer service	49	6,917
Total	212	55,595

* Data FY 2021



**Motivational Session
Merry Riana**



**Leadership Session
Rajeev Peshwaria**

i active



iActive Access by end FY'21

Modul Category	Total Modules	Total Access
Soft Skills	140	5,198
Technical Skills	224	5,177
New Systems	20	5,146
TOTAL	384	15,512

People (S) – Quality Education for Public



We Are Official Partner of The Government “Kampus Merdeka” Project

- **MAP retail academy** is an **official partner** for “**Certified Internship and Independent Study**”, a program under **Kampus Merdeka** project
- **Kampus Merdeka** Project is a program owned by Indonesia **Ministry of Culture and Education (Kemendikbud)**
- The program aims to equip student with a job ready skill, which hopefully will be beneficial for their career once they graduate
- The program launched in **23 August 2021** **99 students** are participating in **batch 1** of the program.
- The program continues to **batch 2** in February 2022. **92 students** are participating in batch 2

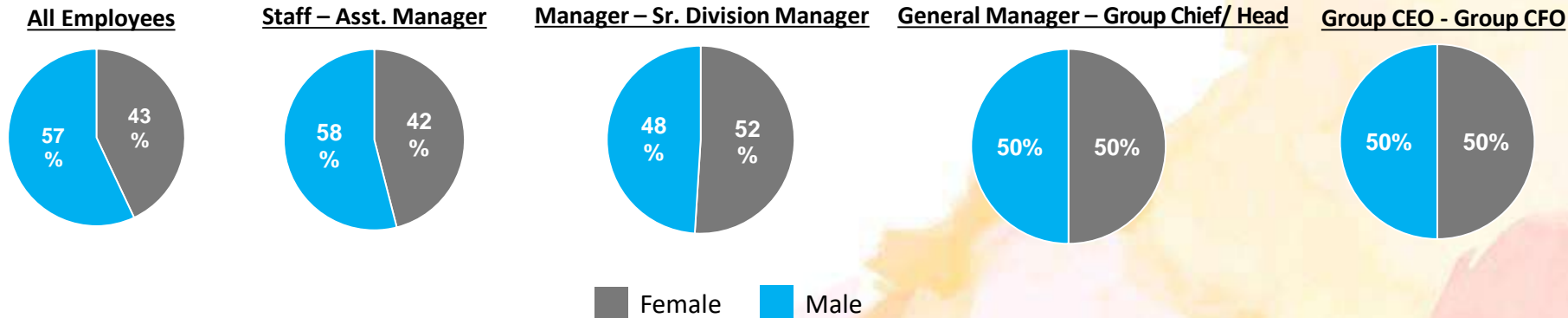


People (S) – Edge Certification



- MAP passed the **EDGE Assess certification**
- **EDGE (Economic Dividends for Gender Equality)** is a global assessment tools and business certification for gender equality
- Edge Certificate measure **Gender Equality** through 4 components:
 - Gender Balance at all levels
 - Pay equity
 - The effectiveness of policies and practices to ensure equitable career flows for women and men
 - An inclusive culture

Gender Composition per Dec 2020



People (S) – Special Crew



We aim to “Improve our Workplace” inclusion



SUNYI BERSUARA

Mendekati Hari Disabilitas Internasional pada 3 Desember, kami memulai #SunyiBersuara sebagai bentuk dukungan kepada mereka yang tidak bersuara, yaitu para teman Tuli.

Kesempatan kerja adalah hak semua orang, tidak terkecuali Teman Tuli dan penyandang disabilitas lainnya.

Kami sudah memulai langkah kecil, dan ingin mengajak teman-teman untuk turut serta membiasakan kesetaraan di tempat kerja.

Kunjungi,
SunyiBersuara.id

karena yang sunyi dan tidak bisa mendengar juga berhak untuk bersuara dan didengar.

#SunyiBersuara
#BersamaKitaBisa

SUNYI BERSUARA

ORDER YOUR WAY
You'll find them handy

- 1 MAU MAKAN APA?**
Tunjuk gambar menu yang ingin dipesan
- 2 BERAPA JUMLAH PESANAN?**
1/2/3 Berikan informasi dengan jarimu
- 3 MAKAN DIMANA?**
Ditempat atau dibawa pulang?
Di situ OR *Take Away*
- 4 MAU BERTERIMA KASIH?**
Katakan "terima kasih" dengan bahasa isyarat

... Jangan lupa bayar ya~

95 Special Crew (hearing and speaking impaired) in **Bali, Makassar and Jakarta** for equal opportunity

Burger King Sunset Road, **Bali**; Burger King Hasanuddin, **Makassar**; Burger King Skyline, **Jakarta**

People (S) – Ensuring Food Safety



Attained **ISO 22000**
– Food Safety Management System

SOP

Implement clear
Standard Operating Procedure
of food handling, hygiene and sanitation



Provide clear
Halal Label

For central production of:



F&B Brands that have obtained
“Halal Certificate”

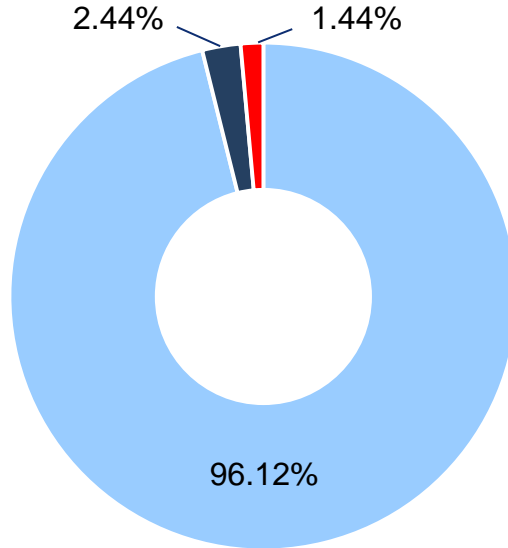


People (S) – %Covid-19 Vaccination

FY 2021,

98.56% of MAP's employees

have already been vaccinated against COVID-19



Description	TOTAL
	% CONT
VACCINATED	
Fully Vaccinated	96.12%
Only 1st Shot	2.44%
TOTAL VACCINATED	98.56%
NOT YET	
Can't be Vaccinated	0.95%
Waiting to be Vaccinated	0.49%
TOTAL NOT YET	1.44%

■ Fully Vaccinated ■ 1st dose only ■ not vaccinated

Prosperity



Rumah Belajar Anak Bintang (RAJAB)



PT Mitra Adiperkasa Tbk



Karang Taruna
Jawa Barat



RAJAB is a **Community development program** which provides free character building education **for underprivileged children.**



This program, which was initiated in 2014, is **now operating in 7 villages in West Java.**



Character building education program is guided through 3 school subjects (Math, Science, & English), cultural education, field trip, and inspirational class.

To ensure the effectiveness of character building education, RAJAB also **engages with the students' parents, local community**, as well as **providing capacity building to its mentors.**

Prosperity – Quality Education for Public

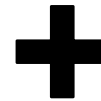
“Community Store”



- The Community Store is **located in Tanah Abang**, the largest textile market in Southeast Asia
- **Thousands of young people** with limited access to education or career development opportunities live in Tanah Abang
- This Store will not only operate as a coffee shop, but it also **house rooms for workshop and classes**

- **Part of the store revenue** will also be used to **support the activities** done in the workshop and classes
- **Most of the workers in this community store** also comes from the Tanah Abang Community

MBA
PT. MAP BOGA ADIPERKASA



PT MAP Boga Adiperkasa, Tbk

Yayasan Sahabat Anak

Indonesia Street
Children Organization

Prosperity



Partnership with “Yayasan Olahraga Anak Nusantara (YOAN)”



- **YOAN is a sports foundation** that involves in coaching young athletes properly, carrying the concept: **“Build people through sports”**.
- **This program aims to:**
 - Spread active and healthy lifestyle
 - Enhancing the love of sports through sports competitions
 - Further train and build young athletes character to help them achieve a better future



YOAN event with Triyaningsih
Olympian and SEA Games Gold Medals
5K, 10K, and Marathon

Working together with small and medium enterprise that wants to “Create Positive Impact”



Kreskros



ALUN ALUN
INDONESIA
Inspiring Innovations



- Their products utilize plastic and textile waste
- The Company also engage with the local community (near Ambarawa, Central Java), especially woman in creating their products
- The special woven bags are made by the hands of 20 – 50 years old farmers, living in East Java, Indonesia
- Making these handmade bags helped the farmers to have a flow of income during off-season

Prosperity – Department Store & Benih Baik



MAP
Mitra Adiperkasa

MAP
Mitra Adiperkasa

MAP CLUB
• EXPERIENCE EVERYDAY •



 **BenihBaik.com**

SOGO Help Kids in Hunger



IDR 2,268,695,022

Total Funds Collected

15 October 2020 – 15 January 2021

Donation Period

According to UNICEF, worldwide child malnutrition case increased by 15% during the COVID-19 Pandemic

The fund will be used for:

- Provide food for children in need

SOGO Peduli Covid – 19



IDR 1,841,263,096

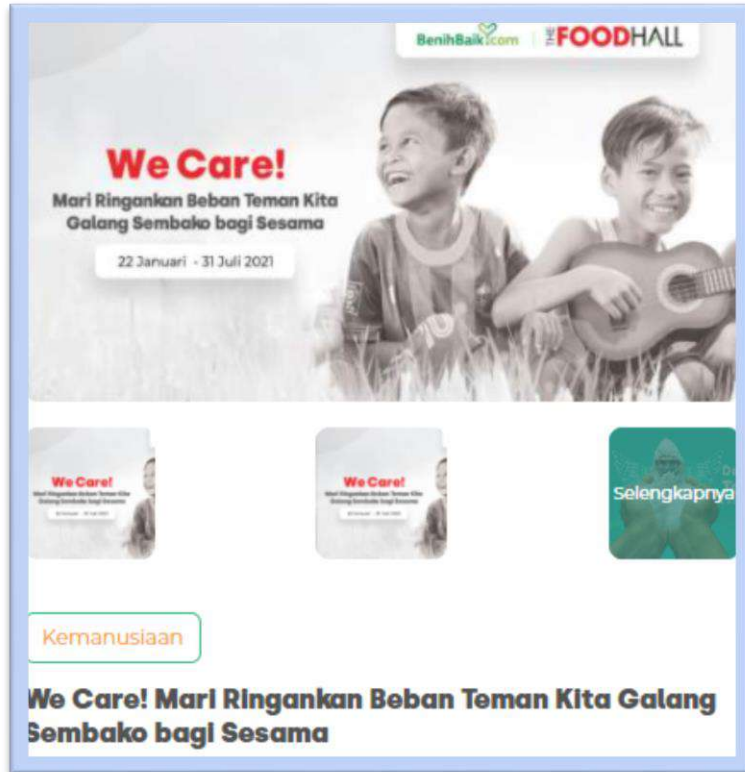
Total Funds Collected (YTD Apr 2021)

15 January – 5 April 2021

Donation Period

To help mitigate COVID-19 Pandemic, the fund will be used for:

- Provide personal protective equipment for medical workers
- Provide free PCR test for community



The FoodHall “We Care!” Campaign

- To ease the impact of COVID 19 Pandemic, **IDR 157 million** worth of basic groceries were distributed directly by The FoodHall in September & October 2020
- To create more sustainable impact, The FoodHall is collaborating with BenihBaik.com for the next program
- Customers can choose to donate in kind or cash
- 1st period started in 22 January 2021 – 31 July 2021
- After great response, the program is **extended to 31 July 2022**

IDR 489,888,716

Total Donation Collected (FY 2021)



THANK YOU



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