PERFORMANCE ASSESSMENT POLICY OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS
PT Elang Mahkota Teknologi Tbk ("Company")

In accordance to the Financial Services Authority Rule No.21/POJK.04/2015 on the Implementation of Public Companies Corporate Governance Guidelines and the Financial Services Authority Circular Letter No.32/SEOJK.04/2015 on Public Companies Corporate Governance Guidelines on the assessment and ACGS indicators, The Company has its own self-assessment policy for the Board of Directors and Board of Commissioners usage in relation to the Performance Assessment of the Board of Directors and Board of Commissioners, as prove of accountability in the application of duties and responsibilities of the Board of Directors and the Board of Commissioners.

1. Performance Assessment of Board of Commissioners

Performance Assessment Implementation Procedures of the Board of Commissioners, includes:

a. Assessment Method and Instrument
   Assessment is conducted by employing a self-assessment method performed by the Board of Commissioners guided by the self-assessment form.

b. Timeline
   The Board of Commissioners' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.

c. Criteria or Benchmark
   1) Board of Commissioners' work program achievement.
   2) Attendance in Board of Commissioners' Meetings.
   3) The significance of recommendations given to the Board of Directors and the management , in regards to:
      a) The Company's strategy plans;
      b) The integrity of the Company's financial report;
      c) Internal control system and risk management; and
      d) Good corporate governance and sustainability aspect.

d. Assessors and Evaluator
   The Board of Commissioners, through self-assessment, conducts the assessment of the Board of Commissioners performance. The outcome will then be evaluated by the Board of Commissioners in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

e. Assessment process flow
   1) Each Board of Commissioners member fill the Self-Assessment Form;
   2) The self-assessment result of the Board of Commissioners will be evaluated by the Board of Commissioners through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company;
   3) Evaluation Results.

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2. Performance Assessment of Board of Directors

Performance Assessment Implementation Procedures of the Board of Directors, includes:

a. Assessment Method and Instrument
Assessment is conducted by employing the self-assessment method performed by the members of the Board of Directors guided by the self-assessment form. The form is issued in accordance to the duties and responsibilities of Board of Directors as stated in the Company's decrees.

b. Timeline
The Board of Directors' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.

c. Criteria or Benchmark
1) The execution of the Board of Directors' duties in accordance with the work procedure, which includes meetings and reporting.
2) The implementation of good corporate governance and sustainability aspect.
3) The alignment between the Company's operations and business strategies, as well as financial performance and risk management.

d. Assessors
The Board of Directors itself, through self assessment, is the party conducting the assessment of the Board of Directors. The outcome will then be evaluated by Board of Commissioners in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

e. Assessment process flow
1) Each Board of Directors member fill the Self-Assessment Form.
2) The self-assessment result of the Board of Directors will be evaluated by the Board of Commissioners through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company.
3) Evaluation Results.

f. Board of Directors Component Assessment
Each member of the Board of Directors fills out a Self-Assessment Form in which will be later be evaluated by Board of Commissioners through a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

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3. Performance Assessment of President Director

Performance Assessment Implementation Procedures of the President Director, includes:

a. Assessment Method and Instrument
Assessment is conducted by the President Director guided by the Self-Assessment Form. In which was accordance with the duties and responsibilities of the President Director as stated in the Company's decrees.

b. Timeline
The President Director Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.

c. Criteria or Benchmark
1) The execution of the President Director' duties in accordance with the work procedure, which includes meetings and reporting.
2) The implementation of good corporate governance and sustainability aspect.
3) The alignment between the Company's operations and business strategies, as well as financial performance and risk management.

d. Assessors
The party evaluating the performance of the President Director is the President Director, through a self assessment method, which is then evaluated by the Board of Commissioners through a meeting based on the recommendations of Nomination and Remuneration Committee of the Company.

e. Assessment process flow
1) The President Director fill the Self-Assessment Form;
2) The self-assessment result of the President Director will be evaluated by the Board of Commissioners through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company.
3) Evaluation Results.

f. The President Directors Assessment Component
With regards to assisting President Director's individual self-assessment, the Company sets and compiles the assessment component of President Director's individual self-assessment in accordance with the duties and responsibilities of the President Director which include the financial, business process, with learning and development components of the Company.

Appendix - Performance Assessment Metrics

EMTEK Performance Appraisal Values Framework						
Performance Appraisal Values						
Item	**1**	**2**	**3**	**4**	**5**	
	E	**M**	**T**	**E**	**K**	
Value Definition	**ELABORATING SYNERGY & INSPIRATION** Open to developing synergy and collaboration among colleagues and across divisions by providing creative, inspirational, and inclusive solutions in various areas that drive improvement and progress, while applying a culture of sustainable innovation through continuous learning and competence development.	**MAINTAIN RESPECT FOR HUMAN RIGHTS & IMPACTFUL CONTRIBUTION** Respect human rights and treat every person equally so they can work, grow, and make a positive contribution.	**TECH-DRIVEN ACTIONS** Adapt to the latest technological developments to support business activities and create value from opportunities within the ecosystem.	**EMBODY SUSTAINABLE VALUES** Uphold sustainability principles to deliver valuable and continuous benefits for all stakeholders.	**KEEP EVOLVING** Drive change to create an organization that is flexible, adaptive, and responsive to increasingly dynamic business conditions.	
Key Behavior Non-Leader	- Actively participate in productive collaborative projects.	- Respect every person by treating them with dignity, respect, and courtesy in all situations.	- Seek opportunities to continue learning about current/new technology.	- Maintain information confidentiality (data privacy).	- Respond to changing circumstances flexibly and positively, such as changes in assignments, processes, teams, and organizational needs.	
	- Build positive relationships within and across teams by valuing the diversity of others' talents, skills, cultures, and backgrounds when working together.	- Be willing to collaborate or offer help to others from different backgrounds.	- Prepare themselves for tasks and challenges related to new technology.	- Deliver high-quality work results, even above the expected standards.	- Adapt to change and turn it into opportunities to learn, grow, improve, and enhance ways of working.	
	- Participate and work with others to complete tasks.	- Appreciate others' opinions and input to produce mutually beneficial solutions or ideas.	- Consistently apply practices and applications of the latest technology to complete work.	- Practice sustainability behaviours by applying environmentally friendly policies, such as reducing waste, saving energy, and encouraging recycling within the organization.	- Plan, execute, and evaluate plans, and remain open to feedback for continuous improvement.	
	- Share expertise and insights with others (for example, through team discussions and knowledge-sharing sessions).	- Respect others' perspectives even when they differ.	- Demonstrate basic capability and knowledge of technology relevant to their expertise or job function.	- Act ethically by upholding integrity and transparency in all business dealings and interactions.	- Overcome work difficulties and ambiguous/uncertain conditions.	
	- Provide applicable solution ideas to solve problems in their work.	- Deliver work according to assigned targets without causing adverse impacts to themselves and/or others.	- Share knowledge, skills, and the application of technology in general work.	- Identify potential risks to help maintain a safe and compliant workplace.	- When change occurs, creatively use available resources to continue achieving the Company's strategic objectives.	
Key Behavior Additional for Leader	- Provide specific/constructive, inspirational, and actionable feedback to help team members improve individual and team skills and performance.	- Be a role model by demonstrating the behaviour and work ethic expected from the team.	- Coach team members to gain new knowledge and/or master new skills and technology required for their work.	- Communicate ideas and information clearly in a way that motivates the team to achieve the best performance for the Company's sustainability.	- Encourage team members to be involved or participate in better change initiatives, such as more efficient ways/processes of working.	
Weightage	**20%**	**20%**	**20%**	**20%**	**20%**	**100%**