EMTEK'S SUSTAINABILITY REPORT RECEIVES A+ RANKING FROM FOUNDATION FOR INTERNATIONAL HUMAN RIGHTS REPORTING STANDARDS (FIHRRST)

Jakarta,10 December 2024, Hotel Ashley, Menteng Central Jakarta – **PT Elang Mahkota Teknologi Tbk (IDX: EMTK, "EMTEK")** has proudly announced its achievement of an A+ rating for its 2023 Sustainability Report. The accolade, awarded by the Foundation for International Human Rights Reporting Standards (FIHRRST) on 10 December 2024 at Ashley Hotel, Menteng Central Jakarta during "Human Rights Day: The Launch of Study of the 2023 Sustainability Reports of Publicly Listed Companies in Indonesia." Organized by FIHRRST and Moores Rowland, the event aimed to raise awareness among corporations about the importance of integrating human rights considerations into sustainability reporting. This award recognizes companies that demonstrate strong compliance with Indonesia's POJK No. 51/2017 and the core criteria of global sustainability reporting standards, including the Global Reporting Initiative (GRI).

EMTEK's 2023 Sustainability Report underwent independent assurance by PT TUV Rheinland Indonesia, ensuring the accuracy and reliability of the disclosed information. The report adheres to global benchmarks, including the GRI Standards, Sustainability Accounting Standards Board (SASB) guidelines for the Media & Entertainment industry, recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), Climate Disclosure Standards Board (CDSB) frameworks, and Indonesia's Financial Services Authority Regulation No. 51/POJK.03/2017 on Sustainable Finance Implementation.

Advancing Human Rights, Inclusivity, and Employee Development

EMTEK reaffirms its commitment to a safe, inclusive, and discrimination-free workplace through its robust human rights and employee empowerment initiatives. The company ensures equal opportunities for all employees, regardless of background, gender, or physical

condition, and has established a Task Force for the Prevention and Handling of Sexual Violence to address cases professionally, in compliance with national regulations.

EMTEK strictly prohibits child labor, forced labor, and discrimination in its operations and supply chain, ensuring employee welfare and equality. These commitments are outlined in the company's Human Rights, Child Labor, Disability, and Sexual Harassment Policy, which is available on the EMTEK website. The company also offers comprehensive training programs, both internal and external, to empower employees and align their development with business objectives. Competency-based performance evaluations and equitable reward mechanisms further promote employee growth, while awareness campaigns on human rights policies and labor regulation compliance foster a respectful and inclusive corporate culture.

Commitment to Sustainability and Inclusiveness

The A+ rating highlights EMTEK's leadership in sustainability and inclusivity, reinforcing its role in building a fairer and more equitable future. Through continuous initiatives that integrate human rights and sustainable practices, EMTEK sets an example of how corporations can create lasting positive impacts on society and the environment.

"This recognition reflects our commitment to sustainability and human rights as core values of our company," said Febian Rocky, Head of Corporate Legal, who received the award on behalf of EMTEK. "We are dedicated to leading the way in making meaningful contributions to a more sustainable and equitable future."

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