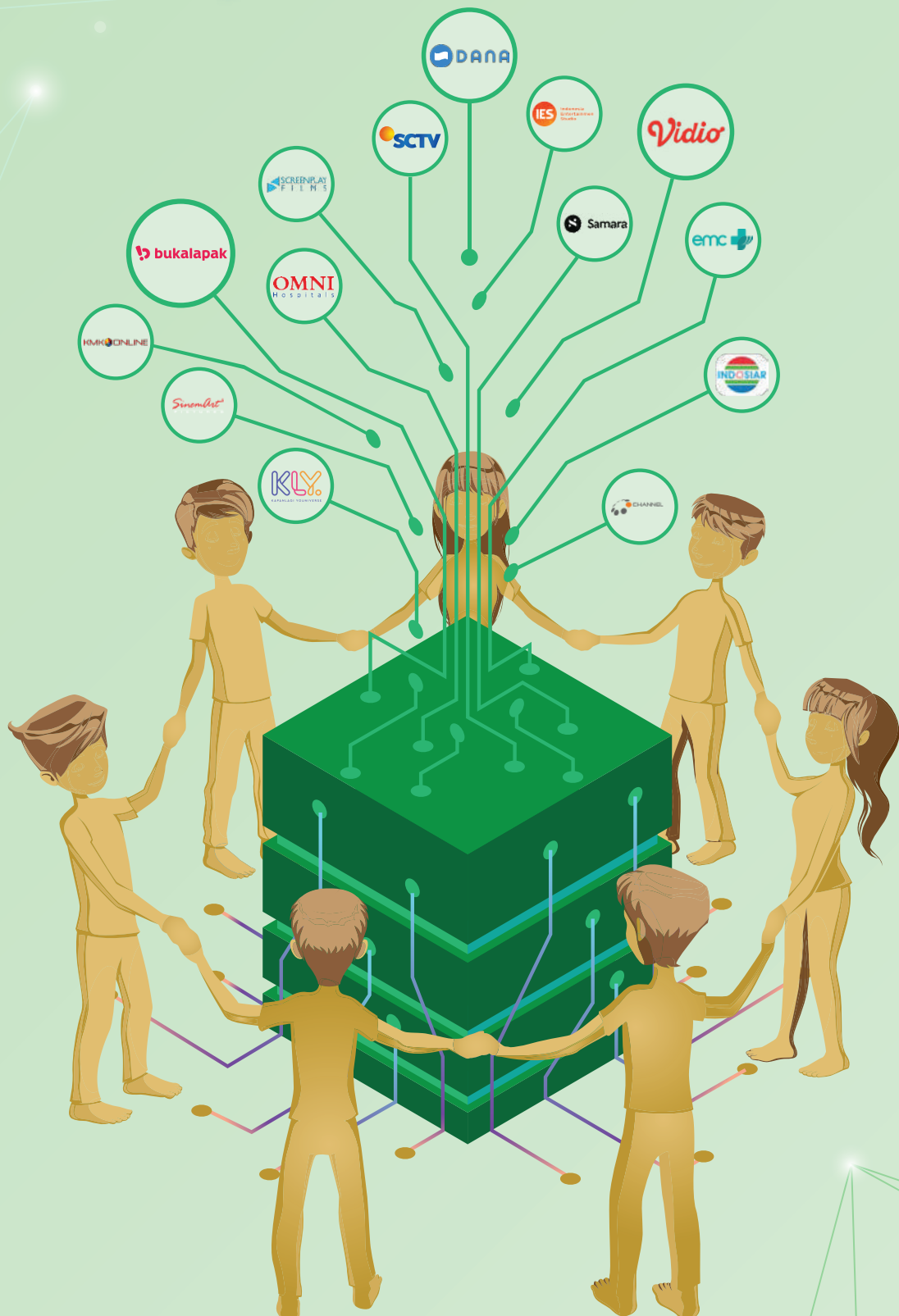


Emtek

Technology for Better Humanity

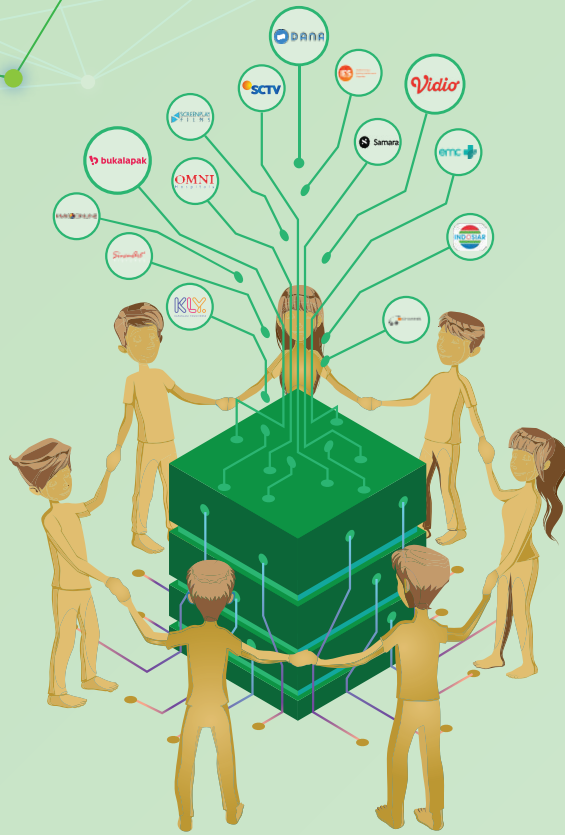


2020

Sustainability Report

Laporan Keberlanjutan

PT Elang Mahkota Teknologi Tbk



Technology for Better Humanity

Technology is the foundation of our businesses in serving stakeholders. Various aspects of life are increasingly controlled with technology, yet we need to use it wisely. Through various innovations, we hope to bring technology closer to people and make life more meaningful.

Teknologi adalah fondasi bisnis kami dalam melayani pemangku kepentingan. Berbagai aspek kehidupan menjadi semakin terkendali, namun kita perlu menggunakannya dengan bijak. Melalui berbagai inovasi, kami berharap dapat mendekatkan teknologi kepada manusia dan menjadikan hidup lebih bermakna.

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Through information technology innovation, we collaborate to be able to help **improve people's lives for the better.**

Melalui inovasi teknologi informasi, kami melakukan kolaborasi untuk membantu **meningkatkan kehidupan masyarakat yang lebih baik.**



Alvin W. Sariaatmadja
President Director
Direktur Utama

Message from the Board of Directors [POJK51-4] [102-14]

Penjelasan Direksi

Dear stakeholders,

Technology for Better Humanity describes our commitment to implementing sustainable performance, both in economic, environmental and social aspects. All these aspects are interconnected and complementary to create sustainability with the support of technological innovation. Technology has become the center of sustainability, particularly in dealing with high risks and dynamics, as well as the challenges of the pandemic during 2020.

Policy in Facing Challenges

The COVID-19 pandemic has brought many changes to various aspects of life, including the business world. We responded to this condition by adjusting various business policies and increasing the use of technology to support our business activities. Through information technology innovation, we

Para pemangku kepentingan yang terhormat,

Technology for Better Humanity menggambarkan komitmen kami dalam menerapkan kinerja keberlanjutan, baik dalam aspek ekonomi, lingkungan, maupun sosial. Semua aspek ini saling terhubung dan saling melengkapi untuk menciptakan keberlanjutan dengan dukungan inovasi teknologi. Teknologi telah menjadi pusat dari keberlanjutan itu sendiri, terlebih dalam menghadapi risiko dan dinamika yang tinggi, serta tantangan pandemi selama 2020.

Kebijakan dalam Menghadapi Tantangan

Pandemi COVID-19 telah membawa banyak perubahan pada berbagai aspek kehidupan, termasuk dunia usaha. Kami merespon kondisi ini dengan menyesuaikan berbagai kebijakan usaha dan meningkatkan penggunaan teknologi dalam mendukung kegiatan bisnis kami. Melalui inovasi teknologi informasi, kami

collaborate with various stakeholders. We hope that the technology and innovations will be able to help improve people's lives for the better if they are used wisely.

The significant change in the need for safe and reliable technology has become a great opportunity for us to serve the community. The need for this technology is the basis to continue innovation and create a cashless society in line with the Government's call regarding aspects of our business in financial technology (fintech). Therefore, we carry out various education in the use of technology, including continuing to improve the reliability and security of every technology that we develop and provide for our customers and/or users of our services.

In addition, at the end of 2020, we have a policy to expand our business in the health sector, by acquiring PT Sarana Meditama Metropolitan Tbk which operates four OMNI Hospitals. The acquisition is expected to provide access for the community to quality and affordable health services. With this acquisition, we have now managed six hospitals located in Pulomas, East Jakarta; Tangerang and Serpong, Banten; Sentul, Cikarang, and Bekasi, West Java.

Sustainability Performance

As a business group, we have managed to maintain the sustainability performance of our business entities, including television stations SCTV and Indosiar as the leading media entities in Indonesia. They received the highest ratings based on audience measurement survey conducted by an independent rating firm, AGB Nielsen.

Vidio is listed as the top local over-the-top (OTT) service and is the most downloaded applications by Indonesians at the beginning of the pandemic in April 2020, both on the Appstore and Playstore. Vidio is also a platform for providing entertainment content and a virtual platform for events that cannot be carried out on the stage (on the ground) due to

melakukan kolaborasi dengan berbagai pemangku kepentingan. Kami berharap agar teknologi dan inovasi yang tercipta akan dapat membantu meningkatkan kehidupan masyarakat yang lebih baik apabila digunakan dengan bijaksana.

Perubahan yang besar pada kebutuhan teknologi yang aman dan terpercaya, telah menjadi kesempatan besar bagi kami dalam melayani masyarakat. Kebutuhan akan teknologi ini menjadi dasar bagi kami untuk terus berinovasi, dan menciptakan *cashless society* sejalan dengan himbauan Pemerintah yang terkait dengan aspek teknologi finansial (*fintech*) usaha kami. Untuk itu, kami melakukan berbagai edukasi dalam penggunaan teknologi, termasuk terus meningkatkan keandalan dan keamanan setiap teknologi yang kami kembangkan dan sediakan untuk para pelanggan dan atau pengguna jasa layanan kami.

Selain itu, di akhir tahun 2020, kami telah memiliki kebijakan untuk melakukan ekspansi usaha di bidang kesehatan, dengan mengakuisisi PT Sarana Meditama Metropolitan Tbk yang mengoperasikan empat Rumah Sakit OMNI. Akuisisi dilakukan dengan harapan dapat memberikan kemudahan bagi masyarakat untuk mendapatkan akses layanan kesehatan yang berkualitas dan terjangkau. Dengan akuisisi ini, kini kami telah mengelola enam rumah sakit yang berlokasi di Pulomas, Jakarta Timur; Tangerang dan Serpong, Banten; Sentul, Cikarang, dan Bekasi, Jawa Barat.

Kinerja Keberlanjutan

Sebagai sebuah grup usaha, kami berhasil mempertahankan kinerja keberlanjutan entitas bisnis kami, di antaranya stasiun televisi SCTV dan Indosiar sebagai entitas media terkemuka di Indonesia. Mereka mendapatkan tingkat tertinggi berdasarkan survei tingkat pemirsa yang dilakukan oleh pihak pemeringkat independen, yaitu AGB Nielsen.

Vidio tercatat sebagai layanan *over-the-top* (OTT) lokal teratas dan merupakan aplikasi terbanyak yang diunduh oleh masyarakat Indonesia pada awal pandemi di bulan April 2020, baik di Appstore maupun Playstore. Vidio juga menjadi *platform* penyedia konten hiburan dan *virtual platform* untuk acara-acara dan *event-event* yang tidak dapat dilakukan di panggung

the pandemic. During 2020, *Vidio* rated by Media Partners Asia as the top 3 OTTs in Southeast Asia in terms of the number of minutes of consumption.

Similar recognition was received by *DANA's* digital money and wallet services, as well as *Bukalapak* as an marketplace e-commerce service in Indonesia. *DANA* has been listed as one the top three financial technology (fintech) services in Indonesia, and one of the solutions to support community activities through safe and easy digital payments and support the creation of cashless society and inclusive finance services. Meanwhile, *Bukalapak* is a marketplace e-commerce platform based on small businesses and micro, small, and medium enterprises (MSMEs). The *Bukalapak* platform is supported by the partnership program called *Mitra Bukalapak* which helps create jobs and produce young entrepreneurs by encouraging MSMEs to rise during pandemic.

In the environmental performance aspect, we attempted to control energy consumption and has gradually applied the concept of green offices. The Company encourages employees to save energy and use water, as well as reduce waste from activities within the offices.

As a form of social responsibility, we raised money from donations through the Pundi Amal Peduli Kasih Foundation (YPP) dedicated to handling and overcoming the COVID-19 pandemic. In 2020, during the charity concert of Satu Indonesia involving 300 artists, YPP managed to raise a donation of IDR9.15 billion. Meanwhile, through other activities, until December 28, 2020, YPP collected donations for the COVID-19 pandemic amounted to IDR29.8 billion. These donations came from, among others, SCTV and Indosiar viewers, *Bukalapak* users and Liputan6.com readers.

The donations have been distributed through several activities, including distribution of medical devices including ventilators to support the treatment of COVID-19 patients in various hospitals, polymerase chain reaction (PCR) test kits, and rapid test kits; personal protective equipment (PPE) for health workers in various regions across Indonesia; as well

(*on the ground*) karena terkendala pandemi. Selama tahun 2020, *Vidio* mendapat penilaian dari Media Partners Asia sebagai 3 OTT besar di Asia Tenggara dari sisi jumlah menit konsumsi.

Demikian pula dengan layanan uang dan dompet digital *DANA*, serta *Bukalapak* sebagai layanan *e-commerce marketplace* di Indonesia. *DANA* termasuk dalam layanan teknologi finansial tiga besar di Indonesia, dan menjadi salah satu solusi untuk mendukung aktivitas masyarakat melalui pembayaran digital yang aman dan mudah, serta mendukung terbentuknya *cashless society* dan layanan keuangan inklusif. Demikian juga dengan *Bukalapak* yang merupakan platform *e-commerce marketplace* yang berbasis pada bisnis kecil dan usaha mikro, kecil, dan menengah (UMKM). Platform *Bukalapak* didukung program *Mitra Bukalapak* yang turut menciptakan lapangan kerja dan melahirkan wiraswasta muda dengan mendorong UMKM untuk bangkit di masa pandemi.

Pada aspek kinerja lingkungan, kami berupaya mengendalikan pemakaian energi dan secara bertahap menerapkan konsep perkantoran hijau. Perseroan mendorong karyawan untuk melakukan penghematan energi dan penggunaan air, serta mengurangi sampah atau limbah dari kegiatan di lingkungan kantor.

Sebagai bentuk tanggung jawab sosial, melalui Yayasan Pundi Amal Peduli Kasih (YPP), kami menggalang donasi yang didedikasikan bagi penanganan dan penanggulangan pandemi COVID-19. Melalui Konser Amal Satu Indonesia yang melibatkan 300 artis, pada tahun 2020 YPP berhasil mengumpulkan donasi Rp9,15 miliar. Sementara, melalui kegiatan lainnya, hingga 28 Desember 2020, YPP mengumpulkan donasi untuk pandemi COVID-19 sebesar Rp29,8 miliar. Donasi berasal, antara lain dari para pemirsa SCTV dan Indosiar, pengguna *Bukalapak* dan pembaca Liputan6.com.

Donasi telah didistribusikan melalui beberapa kegiatan, di antaranya penyaluran alat kesehatan termasuk ventilator untuk mendukung perawatan pasien COVID-19 di berbagai rumah sakit, alat *polimerase chain reaction* (PCR) *test kit*, dan *rapid test kit*; alat perlindungan diri (APD) bagi tenaga kesehatan di berbagai daerah di seluruh Indonesia;

as complete accommodation assistance for medical workers. We also provided assistance for internet and WiFi connection facilities to support distance learning (PJJ) in six cities in Indonesia.

Sustainability Strategy

We are committed to implementing best practices for sustainability, including in managing environmental, social and governance (ESG) issues, and ensuring a sustainable business in the future. In general, the Company's sustainability strategy is to take part in the massive growth of digital business in Indonesia which continues to develop. We will continue to create various new innovations, in order to support a technology-based ecosystem that is a platform to support our business and provide benefits for a better life for the people.

Another sustainability strategy is to fulfill our social and environmental responsibility (CSR). We have Guidelines for the Implementation of Social Responsibility that establish policies for sustainable development, in the humanitarian, social, education, environment/community, employment practices, occupational health and safety, as well as responsibility to consumers and viewers.

Technology for Better Humanity

Through the implementation of sustainability practices, we strive to realize the Company's vision to become a leading entertainment and information provider for the Indonesian people. In addition, we hope that the technology, which is increasingly embedded in our everyday life, can be a supporting platform for a better community life, as well as unite the various interests of the stakeholders. By manifesting this vision, we will create a sustainable business today, and for generations to come.

serta bantuan akomodasi lengkap bagi pekerja medis. Kami juga menyalurkan bantuan fasilitas koneksi internet dan WiFi untuk menunjang pendidikan jarak jauh (PJJ) di enam kota di Indonesia.

Strategi Keberlanjutan

Kami berkomitmen menerapkan praktik-praktik terbaik keberlanjutan, termasuk dalam mengelola isu-isu lingkungan, sosial, maupun tata kelola (LST), dan memastikan bisnis yang berkelanjutan di masa depan. Secara umum, strategi keberlanjutan Perseroan adalah mengambil bagian dalam pertumbuhan bisnis digital di Indonesia yang semakin masif dan terus mengalami perkembangan. Kami akan terus bergerak untuk melahirkan berbagai inovasi baru, guna mendukung ekosistem berbasis teknologi yang menjadi *platform* penunjang bisnis kami, serta memberikan manfaat untuk kehidupan masyarakat yang lebih baik.

Strategi keberlanjutan lain yang kami lakukan adalah dengan memenuhi tanggung jawab sosial dan lingkungan (TJSL). Kami memiliki Pedoman Pelaksanaan Tanggung Jawab Sosial yang menetapkan kebijakan pembangunan berkelanjutan, baik di bidang kemanusiaan, sosial, pendidikan, lingkungan/komunitas, praktik ketenagakerjaan, kesehatan dan keselamatan kerja, serta tanggung jawab terhadap konsumen dan pemirsa.

Technology for Better Humanity

Melalui penerapan praktik-praktik keberlanjutan, kami berupaya mewujudkan visi Perusahaan untuk menjadi penyedia hiburan dan informasi terkemuka bagi masyarakat Indonesia. Di samping itu, kami berharap agar keberadaan teknologi yang semakin melekat di kehidupan sehari-hari, dapat menjadi platform penunjang untuk kehidupan masyarakat yang lebih baik, serta menyatukan berbagai kepentingan para pemangku kepentingan. Dengan mewujudkan visi tersebut, kami akan menciptakan bisnis yang berkelanjutan bagi sekarang, maupun untuk generasi yang akan datang.

Jakarta,
April 30, 2021 | 30 April 2021



Alvin W. Sariaatmadja
President Director | Direktur Utama

Sustainability Performance Highlights [POJK51-2]

Ikhtisar Kinerja Keberlanjutan



Economic Aspect
Aspek
Ekonomi

Description Uraian	Unit Satuan	2020	2019	2018
Net Revenues Pendapatan	Billion Rupiah Miliar Rupiah	11.936	11.030	8.960
Income from Operations Laba Usaha		1.295	717	321
Total Capitalization Total Kapitalisasi				
Total Liabilities Total Liabilitas	Billion Rupiah Miliar Rupiah	5.485	5.275	4.061
Total Equity Total Ekuitas		12.399	12.265	15.464
Total Assets Total Aset		17.884	17.541	19.525





Social Aspect

Aspek Sosial

Description Uraian	Unit Satuan	Reporting Period Periode Pelaporan		
		2020	2019	2018
Number Of Employees (EMTEK Holding) Jumlah Karyawan (EMTEK Holding)	Number of People Orang	58	60	54
Number of Permanent and Non-Permanent Employees (EMTEK Group) Jumlah Karyawan Tetap dan Tidak Tetap (Grup EMTEK)	Number of People Orang	7.249	6.703	6.608
Total Employee Training Hours (EMTEK Holding) Total Jam Pelatihan Karyawan (EMTEK Holding)	Hours Jam	2.792	2.883	5.142
Employee Satisfaction Survey (EMTEK Holding) Survei Kepuasan Karyawan (EMTEK Holding)	Rating 1-5	4,13	-	-



Governance Aspect

Aspek Tata Kelola

Good Corporate Governance (GCG) Assessment

Penilaian Tata Kelola Perusahaan yang Baik (GCG)

Score | Skor

74,04

Category
Kategori

ASEAN Corporate Governance Scorecard (ACGS) Assessment 2019 by Domestik Ranking Bodies (RSM Indonesia)

Penilaian ASEAN Corporate Governance Scorecard (ACGS) Tahun 2019 oleh Badan Pemeringkat Domestik (RSM Indonesia)



Sustainability Strategy [POJK51-1] [POJK51-3.a]

Strategi Keberlanjutan

PT Elang Mahkota Teknologi Tbk (EMTEK) maintains relationships with all stakeholders and takes part in improving the community's quality of life and the environment. The Company applies the sustainability principles by maintaining a balance between economic performance (profit), contribution to the community's welfare (people), and preserving the environment (planet). In addition, the Company also continues to develop its business through various innovations while continuing to carry out both internal and external social responsibility.

PT Elang Mahkota Teknologi Tbk (EMTEK) menjalin relasi dengan segenap pemangku kepentingan dan turut serta meningkatkan kualitas hidup masyarakat dan lingkungan. Perseroan menerapkan prinsip-prinsip keberlanjutan dengan menjaga keseimbangan antara kinerja ekonomi (*profit*), berkontribusi terhadap kesejahteraan masyarakat (*people*), dan pelestarian lingkungan (*planet*). Selain itu, Perseroan juga terus melakukan pengembangan usaha melalui berbagai inovasi dengan tetap melaksanakan tanggung jawab sosial, baik untuk internal maupun eksternal.

The Company has Guidelines for the Corporate Social Responsibility Implementation that covers three pillars:

1. Social responsibility in humanitarian, social, education, environment/ community;
2. Social responsibility in the employment practices, occupational health and safety practices; and
3. Responsibility towards consumers and audiences of its media contents.

Perseroan memiliki Pedoman Pelaksanaan Tanggung Jawab Sosial sebagai panduan pelaksanaan kegiatan yang mencakup tiga pilar:

1. Tanggung jawab sosial di bidang kemanusiaan, sosial, pendidikan, lingkungan/komunitas;
2. Tanggung jawab sosial dalam bidang praktik ketenagakerjaan, kesehatan, dan keselamatan kerja; dan
3. Tanggung jawab terhadap konsumen dan pemirsa konten medianya.



The three pillars are carried out by each subsidiary and foundation to support sustainable development. The activities are carried out through collaboration with government agencies, non-governmental organizations, science institutes, religious institutions/ organizations, educational institutions, private companies, State Owned Enterprises, and others.

Ketiga pilar tersebut dilaksanakan oleh masing-masing entitas anak perusahaan dan yayasan untuk mendukung pembangunan berkelanjutan. Kegiatan dilakukan melalui kerja sama dengan lembaga pemerintahan, lembaga swadaya masyarakat, lembaga ilmiah, lembaga/organisasi keagamaan, lembaga pendidikan, perusahaan swasta, Badan Usaha Milik Negara, dan lainnya.



About the Sustainability Report

Tentang Laporan Keberlanjutan



This Sustainability Report 2020 contains information on the Company's sustainability performance for the period January 1 until December 31, 2020, and to be published annually. Information disclosure includes economic performance, as well as environmental, social and governance (ESG) performance. This report is the first report published by the Company, therefore no restatement from the previous report. [\[102-48, 102-49, 102-50, 102-51, 102-52\]](#)

Laporan Keberlanjutan 2020 berisi informasi kinerja keberlanjutan Perseroan periode 1 Januari hingga 31 Desember 2020, dan selanjutnya diterbitkan setiap tahun. Pengungkapan informasi mencakup kinerja ekonomi, lingkungan, sosial, dan tata kelola (LST). Laporan ini merupakan laporan pertama yang diterbitkan Perseroan, sehingga tidak ada pernyataan kembali dari pelaporan sebelumnya. [\[102-48, 102-49, 102-50, 102-51, 102-52\]](#)



The report was prepared based on FSA Regulation (POJK) No.51/POJK 03/2017 concerning Sustainable Finance, issued by Financial Services Authority (FSA) of the Republic of Indonesia, and Global Reporting Initiative (GRI) Standard. Information on financial performance is consolidated and has been audited by a Public Accounting Firm (PAF). The sustainability performance reporting covered EMTEK Group Head Office in Jakarta and its subsidiaries, based on material topics according to the Company's line of business and our support for the Sustainable Development Goals (SDGs). [\[102-45, 102-46, 102-54, 102-55\]](#)

Pedoman penyusunan Laporan ini adalah POJK No.51/POJK 03/2017 tentang Keuangan Berkelanjutan yang diterbitkan Otoritas Jasa Keuangan (OJK) Republik Indonesia, dan Standar Global Reporting Initiative (GRI). Informasi kinerja keuangan bersifat konsolidasian dan telah diaudit Kantor Akuntan Publik (KAP). Pelaporan kinerja keberlanjutan mencakup Kantor Pusat EMTEK di Jakarta dan anak-anak perusahaan sesuai topik-topik material yang telah ditetapkan sesuai dengan kegiatan usaha Perseroan, serta dukungan kami terhadap Tujuan Pembangunan Berkelanjutan (TPB). [\[102-45, 102-46, 102-54, 102-55\]](#)

Material topics were determined based on the Company's internal discussions from November 2020 to March 2021. The preparation of this report referred to the principles of content and quality of report, namely materiality, balance, completeness, timeliness, stakeholder engagement, sustainability context, comparability, accuracy, clarity and reliability. [102-46, 102-47]

Topik material ditetapkan berdasarkan diskusi internal Perseroan selama bulan November 2020 hingga Maret 2021. Penyusunan pelaporan ini memerhatikan prinsip-prinsip isi dan kualitas laporan, yakni materialitas, keseimbangan, kelengkapan, ketepatan waktu, keterlibatan pemangku kepentingan, konteks keberlanjutan, komparabilitas, akurasi, kejelasan, dan keandalan.

[102-46, 102-47]

List of Material Topics and Support on Sustainable Development Goals (SDGs) Daftar Topik Material dan Dukungan pada Tujuan Pembangunan Berkelanjutan (TPB)



Contact regarding sustainability report [102-53]
Kontak terkait laporan keberlanjutan

Beverly Gunawan

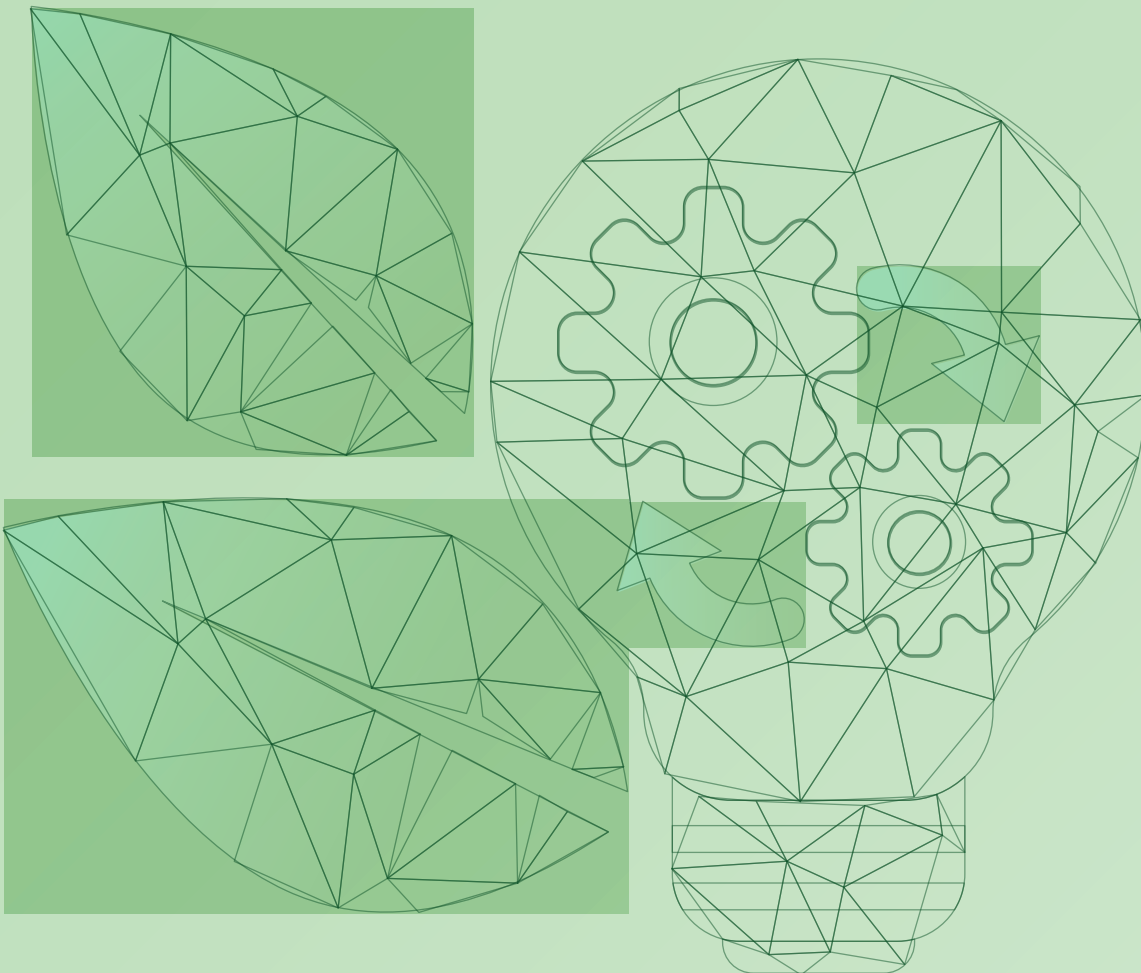
Corporate Communication Head EMTEK

Email: beverly.gunawan@emtek.co.id

corsec@EMTEK.co.id

Sustainability Performance

Kinerja Keberlanjutan





Social Performance

Kinerja Sosial



Disclosure of information on social performance according to material topics, including employment, occupational safety and health (OHS); education and training; competitive behavior; and media ethics. EMTEK proactively manages these social issues with due consideration to our stakeholders needs and concerns. This report also discloses information on the implementation of corporate social responsibility (CSR) related to the COVID-19 pandemic handling.

Pengungkapan informasi kinerja sosial sesuai topik material meliputi, ketenagakerjaan; keselamatan dan kesehatan kerja (K3); pendidikan dan pelatihan; perilaku kompetitif; dan etika media. EMTEK mengelola isu-isu sosial tersebut secara proaktif dengan mempertimbangkan keperluan dan masukan para pemangku kepentingan kami. Laporan ini juga mengungkapkan informasi pelaksanaan tanggung jawab sosial perusahaan (CSR) terkait penanganan pandemi COVID-19.



Ketenagakerjaan

Employment

Work from Home Policy [403-7]

The Company has applied work from home policy to protect its employees from COVID-19 pandemic. The number of employees who work from home reached 46 people or around 80% of the total number of employees of 58 people. The policy on working at office has been applied with strict health protocols to certain activities.

Kebijakan Bekerja dari Rumah [403-7]

Perseroan menerapkan pola bekerja dari rumah untuk melindungi karyawan dari pandemi COVID-19. Jumlah karyawan yang bekerja dari rumah mencapai 46 orang atau sekitar 80% dari total jumlah karyawan sebanyak 58 orang. Kebijakan bekerja di kantor diberlakukan pada kegiatan tertentu disertai penerapan protokol kesehatan ketat.

Employees who will work from the office are required to ensure their health condition. They also have to keep work facilities clean and maintain their distance while in the office, replace face-to-face meetings with virtual meetings, and are not allowed to receive guests (non-employees). The Company requires employees or guests who come to the office to submit negative COVID-19 results from rapid test or antigen swab.

Karyawan yang akan bekerja dari kantor wajib memastikan kondisi kesehatannya. Mereka juga harus menjaga kebersihan fasilitas kerja dan menjaga jarak selama di kantor, meniadakan rapat tatap muka langsung dan mengganti dengan *virtual meeting*, serta tidak diperkenankan menerima tamu (non-karyawan) dari luar. Perseroan mewajibkan karyawan atau tamu yang datang ke kantor untuk menyerahkan hasil negatif COVID-19 dari *rapid test* atau *swab antigen*.

Employee Information and Other Jobs [POJK51-3.c.2] [102-8]

The total employees of EMTEK Group as of December 31, 2020 was 7,249 people, consisting of 4,519 male employees or 62.34% and 2,730 female employees or 37.66% of total employees. The number of permanent employees was 5,452 people or 75.21 % of total employees, while the number of non-permanent employees was 1,797 people or 24.79%. All employees are full-time employees, and none of them worked as part-time employees.

Informasi Karyawan dan Pekerjaan Lain [POJK51-3.c.2] [102-8]

Jumlah karyawan Grup EMTEK per 31 Desember 2020 adalah 7.249 orang, terdiri atas 4.519 orang atau 62,34% laki-laki dan 2.730 orang atau 37,66% perempuan. Jumlah karyawan tetap adalah 5.452 orang atau 75,21%, sementara karyawan tidak tetap berjumlah 1.797 orang atau 24,79%. Seluruh karyawan merupakan pekerja penuh waktu, tidak ada pekerja paruh waktu.

Total Employees of EMTEK Group by Gender
Jumlah Karyawan Grup EMTEK Berdasarkan Gender

Gender	2020		2019		2018	
	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase
Male Laki-laki	4.519	62,34%	4.602	68,66%	4.571	69,17%
Female Perempuan	2.730	37,66%	2.101	31,34%	2.037	30,83%
Total Jumlah	7.249	100%	6.703	100%	6.608	100%

Total Employees of EMTEK Group by Employment Status
Jumlah Karyawan Grup EMTEK Berdasarkan Status Kepegawaian

Employment Status Status Kepegawaian	2020		2019		2018	
	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase
Permanent Employee Pegawai Tetap	5.452	75,21%	5.139	76,67%	5.403	81,77%
Non-Permanent Employee Pegawai Tidak Tetap	1.797	24,79%	1.564	23,33%	1.205	18,23%
Total Jumlah	7.249	100%	6.703	100%	6.608	100%

Total Employees of EMTEK Group by Age Group
Jumlah Karyawan Grup EMTEK Berdasarkan Kelompok Usia

Age Group Kelompok Usia	2020	
	Total Jumlah	Percentage Persentase
<30 years <30 tahun	2.598	35,84%
30 - <40 years 30 - <40 tahun	2.480	34,21%
40 - <50 years 40 - <50 tahun	1.591	21,95%
> = 50 years >= 50 tahun	580	8,00%
Total Jumlah	7.249	100%

Total Employees of EMTEK Group by Level of Education
Jumlah Karyawan Grup EMTEK Berdasarkan Tingkat Pendidikan

Level of Education Tingkat Pendidikan	2020		2019		2018	
	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase
High School and Equivalent SMU dan Sederajat	2.071	28,57%	1.980	29,54%	1.888	28,57%
Associate's Degree (D1-D3) Diploma (D1 - D3)	1.713	23,63%	1.223	18,24%	1.230	18,61%
Bachelor's Degree Sarjana (S1)	3.285	45,32%	3.300	49,23%	3.245	49,10%
Master's Degree Pasca Sarjana (S2)	180	2,48%	200	2,98%	245	3,70%
Total Jumlah	7.249	100%	6.703	100%	6.608	100%

Total Employees of EMTEK Group by Level of Position
Jumlah Karyawan Grup EMTEK Berdasarkan Jenjang Jabatan

Level of Education Tingkat Pendidikan	2020		2019		2018	
	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase	Total Jumlah	Percentage Persentase
Managerial Manajerial	1.553	21,42%	1.517	22,63%	1.765	26,71%
Non-Managerial Non-Manajerial	5.696	78,58%	5.186	77,67%	4.843	73,29%
Total Jumlah	7.249	100%	6.703	100%	6.608	100%

Equal Opportunity to Work

EMTEK provides equal opportunities for every Indonesian citizen to work for the Company and its subsidiaries. The Company holds open recruitment process without discrimination, supports diversity, and based on stipulated requirements. The Company focuses on the candidate employees' competencies that are based on specific qualifications and expertise. This process is carried out to produce quality human resources (HR), who can perform their responsibilities properly and are able to adapt to change. [POJK51-6.c.2.a] [405-1]

In 2020, EMTEK Holding recruited 5 new employees, consisting of 1 male or 20% and 4 females or 80% of total employees. The recruitment of new employees aims to replace employees who leave the Company due to various reasons, including retirement. The number of employees leaving the Company in 2020 reached 8 people, with an employee turnover rate of 14%. [POJK51-6.c.2.a] [401-1]

Equal Opportunity to Work

In accordance with the Company Regulations, the employee minimum age is 18 years old. There were no forms of forced labor for employees, as the employees work for eight hours in accordance with the Company Regulation, as well as the Laws and Regulations related to Manpower. [POJK51-6.c.2.a][102-41] [408-1] [409-1]

Employee Remuneration and Share Ownership Program

The Company ensures that it always complies with the Government's policies in determining employee remuneration/wages. The Company also provides decent remuneration/wage without differentiating male and female employees, whereby a salary ratio of female to male employees at the officer level of 1.24; at the middle management level of 1.09; and at the senior management level of 1.03 in year 2020. [405-2]

Kesetaraan Kesempatan Bekerja

EMTEK memberikan kesempatan yang setara kepada setiap warga negara Indonesia (WNI) untuk bekerja di Perseroan maupun entitas anak perusahaan. Proses rekrutmen dilakukan terbuka, tanpa diskriminasi, mendukung keberagaman, serta sesuai dengan persyaratan yang ditetapkan. Perseroan fokus pada kompetensi calon karyawan berdasarkan kualifikasi dan keahlian tertentu. Proses ini dilaksanakan untuk menghasilkan sumber daya manusia (SDM) berkualitas, yang dapat melaksanakan tanggung jawabnya dengan baik dan mampu beradaptasi terhadap perubahan. [POJK51-6.c.2.a] [405-1]

Tahun 2020, EMTEK *Holding* melakukan rekrutmen 5 karyawan baru, terdiri 1 atau 20% laki-laki dan 4 atau 80% perempuan. Rekrutmen karyawan baru antara lain ditujukan untuk menggantikan karyawan yang meninggalkan Perseroan, termasuk pensiun. Jumlah karyawan yang meninggalkan Perseroan pada tahun 2020 mencapai 8 orang, dengan tingkat perputaran karyawan mencapai 14%. [POJK51-6.c.2.a] [401-1]

Kepatuhan pada Peraturan Ketenagakerjaan

Sesuai Peraturan Perusahaan, usia minimal karyawan adalah 18 tahun dan dengan demikian tidak ada pekerja anak. Demikian pula, tidak ada bentuk-bentuk pemaksaan kerja kepada karyawan. Karyawan bekerja selama delapan jam sesuai Peraturan Perusahaan, serta Undang-Undang dan Peraturan terkait Ketenagakerjaan. [POJK51-6.c.2.a] [102-41] [408-1] [409-1]

Remunerasi Karyawan dan Program Kepemilikan Saham

Perseroan selalu mematuhi kebijakan yang ditentukan oleh Pemerintah dalam penetapan imbal jasa/upah pekerja. Perseroan memberikan imbal jasa (remunerasi) tanpa membedakan antara karyawan laki-laki dengan perempuan, dengan perbandingan rasio gaji karyawan perempuan dibandingkan laki-laki pada level *officer* adalah 1,24; pada level *middle management* adalah 1,09; dan pada level *senior management* adalah 1,03 pada tahun 2020. [405-2]

The Company ensures that each year the lowest minimum wage is 100% equal with the Regional Minimum Wage set by the Government. Permanent and contract (non-permanent) employees received the same types of employee benefits, consisting of basic salary, fixed and non-fixed allowances, outpatient and inpatient health facilities, assistance with costs of childbirth, and vehicle parking fees. This remuneration scheme has been designed to give appreciation for employee contributions, foster positive behavior within the Company in meeting work targets, as well as to attract and retain talents within the Company. [POJK51-6.c.2.b][401-2]

Perseroan memastikan pemberian upah minimum terendah adalah 100% sesuai dengan Upah Minimum Regional yang ditetapkan Pemerintah. Karyawan tetap dan kontrak (tidak tetap) menerima jenis imbal jasa pekerjaan yang sama, yakni gaji pokok, tunjangan tetap dan tidak tetap, fasilitas kesehatan rawat jalan dan rawat inap, bantuan biaya melahirkan, dan fasilitas biaya parkir kendaraan. Skema remunerasi ditujukan untuk memberikan apresiasi atas kontribusi karyawan, menumbuhkan perilaku positif di dalam Perseroan dalam mencapai target kerja, juga untuk menarik dan mempertahankan talenta-talenta terbaik di dalam Perseroan. [POJK51-6.c.2.b][401-2]

In 2020 the Company has issued 1,682,100 shares through the Management and Employee Stock Ownership Program (MESOP). The MESOP program is part of the Company's efforts to show appreciation to employees and management and increase a sense of belonging to the Company.

Pada tahun 2020 Perseroan telah menerbitkan sebanyak 1.682.100 saham melalui Program Kepemilikan Saham Manajemen dan Karyawan Perseroan (*Management and Employee Stock Ownership Program / Program MESOP*). Program MESOP merupakan bagian dari upaya Perseroan menunjukkan apresiasi kepada karyawan dan manajemen, serta meningkatkan rasa memiliki terhadap Perseroan.

Return to Work Guarantee after Maternity Leave

The Company provides maternity leave rights to female employees. The period of maternity leave according to the Company Regulation is 90 calendar days. Every employee who has completed maternity leave is guaranteed to return to work in the same position as before. During 2020, one employee had taken maternity leave and returned to work to her original position. [401-3]

Jaminan Bekerja Kembali Pasca-cuti Melahirkan

Perseroan memberikan hak cuti melahirkan kepada karyawan perempuan. Lama cuti melahirkan sesuai Peraturan Perusahaan adalah 90 hari kalender. Setiap karyawan yang telah selesai menjalani cuti melahirkan, dijamin bekerja kembali pada posisi yang sama dengan sebelum cuti. Selama tahun 2020 terdapat satu karyawan yang telah menjalani cuti melahirkan dan semuanya bekerja kembali pada jabatan semula. [401-3]



Occupational Health and Safety (OHS)

Keselamatan dan Kesehatan Kerja (K3)

Management Approach [103-1, 103-2, 103-3]

Occupational health and safety (OHS) became a material topic due to condition of the COVID-19 pandemic. The Company is committed to maintaining the health and safety of employees from COVID-19 transmission, with a work from home (WFH) policy and the application of health protocols in offices and work environments. OHS management is part of the duties and responsibilities of the Human Resources and General Services Division and is evaluated by the Board of Directors through a performance assessment mechanism. The results of evaluation in 2020 showed that OHS management and protection of employees from the COVID-19 pandemic have been properly implemented.

Pendekatan Manajemen [103-1, 103-2, 103-3]

Keselamatan dan kesehatan kerja (K3) menjadi topik material terkait kondisi pandemi COVID-19. Perseroan berkomitmen menjaga kesehatan dan keselamatan karyawan dari penularan COVID-19, dengan kebijakan bekerja dari rumah (WFH) serta penerapan protokol kesehatan di kantor dan lingkungan kerja. Pengelolaan K3 menjadi bagian dari tugas dan tanggung jawab Divisi Human Resources dan General Services, dan dievaluasi oleh Direksi melalui mekanisme penilaian kinerja. Berdasarkan evaluasi tahun 2020, pengelolaan K3 dan perlindungan karyawan dari pandemi COVID-19 telah berjalan dengan baik.

Decent and Safe Workplace [POJK51-6.c.2.c][403-1, 403-2]

The Company attempts to create decent and safe work environment through OHS policies that apply to all employees and management. All employees are covered by social security for employment and social security for health. [403-8]

Tempat Kerja Layak dan Aman [POJK51-6.c.2.c][403-1, 403-2]

Perseroan berupaya menciptakan lingkungan kerja yang layak dan aman, dengan menerapkan kebijakan K3 yang berlaku untuk seluruh karyawan serta manajemen. Seluruh karyawan telah disertakan pada jaminan sosial ketenagakerjaan dan jaminan sosial kesehatan. [403-8]

The Company regularly maintains the hygiene of the offices and studios by spraying disinfectant, using ultraviolet light (UVC), and using a High Efficiency Particulate Absorbing (HEPA) filter to clean the air from viruses and other harmful particles. EMTEK also maintains car sanitation after use. In addition, the Company took the initiative to install location scan application to identify the movement of employees in the office area, build partitions in the work area, and limit the work mechanism in the office with the Tap Card Screening system. This system only allows employees who have access to enter the office area.

Regardless of the pandemic, the Company provides access for employees to undergo periodic medical checks, according to the coverage of health insurance membership. During the reporting period there were three employees who underwent medical check-up. The Company also held regular physical and mental health seminars. [403-3]

Participation, Consultation, and Employee Training on OHS

The Company engaged employees to participate, consult and communicate about the OHS implementation. Some of the implementation and forms of OHS training and promotion activities in 2020, including: [403-4, 403-5, 403-6]

- Dissemination of prevention and control of the COVID-19 transmission;
- Earthquake hazard evacuation training;
- Fire fighting drill;
- Health Seminar: Maintaining Health When Work From Home;
- Health Seminar: Mindfulness; and
- Health Seminar: Maintaining Eye Health.

Performance of OHS Management and Protection from COVID-19 Pandemic

Throughout 2020, there were no fatal workplace accidents. Meanwhile, the application of strict health protocols managed to prevent the transmission of COVID-19 in the office environment and its supporting units, so that it did not affect operations

Secara berkala, Perseroan menjaga kesehatan lingkungan kantor dan studio dengan menyemprotkan cairan disinfektan, menggunakan cahaya *ultraviolet* (UVC), dan menggunakan *High Efficiency Particulate Absorbing* (HEPA) filter untuk membersihkan udara dari virus dan partikel berbahaya lainnya. EMTEK juga menjaga sanitasi mobil setelah digunakan. Selain itu, Perseroan berinisiatif untuk menerapkan aplikasi pindai lokasi untuk mengetahui pergerakan karyawan di area kantor, pembuatan partisi di area kerja, serta pembatasan mekanisme kerja dengan sistem *Tap Card Screening*. Melalui sistem ini, hanya karyawan yang memiliki akses, yang diperkenankan masuk ke dalam area kantor.

Terlepas dari kondisi pandemi, secara umum Perseroan memberikan akses bagi karyawan untuk melakukan pemeriksaan kesehatan berkala, sesuai keikutsertaan pada asuransi kesehatan. Selama periode pelaporan, terdapat tiga karyawan yang melakukan pemeriksaan kesehatan. Selain itu, Perseroan menyelenggarakan seminar kesehatan fisik dan mental secara berkala. [403-3]

Partisipasi, Konsultasi, dan Pelatihan Karyawan Terkait K3

Perseroan melibatkan karyawan untuk berpartisipasi, berkonsultasi, dan berkomunikasi terkait penerapan K3. Beberapa pelaksanaan dan bentuk kegiatan pelatihan, serta promosi K3 yang dilakukan pada tahun 2020, di antaranya: [403-4, 403-5, 403-6]

- Sosialisasi pencegahan dan penanggulangan penyebaran COVID-19;
- Pelatihan evakuasi bahaya gempa bumi;
- Pelatihan pemadaman kebakaran;
- Seminar Kesehatan: Menjaga Kesehatan Saat *Work From Home*;
- Seminar Kesehatan: *Mindfulness*; dan
- Seminar Kesehatan: Menjaga Kesehatan Mata.

Kinerja Pengelolaan K3 dan Perlindungan dari Pandemi COVID-19

Sepanjang tahun 2020, tidak ada kejadian kecelakaan kerja yang berakibat fatal. Terkait pandemi COVID-19, penerapan protokol kesehatan yang ketat mampu mencegah transmisi COVID-19 di lingkungan kantor dan unit pendukungnya, sehingga tidak berdampak

and business activities. The Company also covered all employees with health insurance that can be accessed any time and also covered non-occupational diseases. Especially in the pandemic conditions, the Company has been working with doctors and health facilities for further treatment if an employee is identified to have been exposed to COVID-19. In the office environment, the Company has provided a health clinic along with doctors and nurses who work during the Company's office hours to serve employees, especially for the COVID-19 tests. [403-9, 403-10]

terhadap kegiatan operasi dan usaha. Perseroan juga melindungi seluruh karyawan dalam asuransi kesehatan yang dapat diakses sesuai dengan ketentuan dan tidak harus terkait dengan penyakit akibat kerja. Terlebih pada kondisi pandemi, Perseroan bekerja sama dengan dokter dan fasilitas kesehatan untuk tindakan lebih lanjut bila diketahui terdapat karyawan yang terpapar COVID-19. Di lingkungan kantor, Perseroan menyediakan klinik kesehatan beserta dokter dan perawat yang bekerja sesuai dengan jam kantor untuk melayani karyawan, khususnya terkait pemeriksaan tes COVID-19. [403-9, 403-10]



Employee Education and Training

Pendidikan dan Pelatihan Karyawan

Management Approach [103-1, 103-2, 103-3]

One of the keys to winning business competition and maintaining the Company's sustainability is superior and dedicated employees, therefore education and training are material topics for the Report. EMTEK continues to encourage employees to improve their competencies through continuous employee

Pendekatan Manajemen [103-1, 103-2, 103-3]

Salah satu kunci memenangkan persaingan usaha adalah keberadaan karyawan yang unggul dan berdedikasi, sehingga pendidikan dan pelatihan menjadi topik yang penting untuk laporan ini. EMTEK terus mendorong karyawan untuk meningkatkan kompetensinya melalui pendidikan dan pelatihan

educations and trainings, both internal and external. Every employee has equal opportunities to attend education and training, according to the organization's needs. In 2020, the Company realized training costs of Rp88,019,850, with 2,792 hours of online training and 22 employees as participants. The average of training hours per employee is 4 hours. The management of employee education and training is the responsibility of the Human Resources Department (HRD) Division and is evaluated by the Board of Directors through a performance reporting assessment mechanism. The evaluation results showed that the Company has been able to realize employee educations and trainings targets despite the COVID-19 pandemic. [POJK51-6.c.2.d][404-1]

karyawan yang berkelanjutan, baik internal maupun eksternal. Setiap karyawan memiliki kesempatan yang setara untuk mengikuti pendidikan dan pelatihan, sesuai kebutuhan organisasi. Pada tahun 2020, Perseroan merealisasikan biaya pelatihan sebesar Rp88.019.850, dengan 2.792 jam pelatihan daring dan 22 karyawan sebagai peserta. Rata-rata jam pelatihan per karyawan adalah 4 jam. Pengelolaan pendidikan dan pelatihan karyawan menjadi tanggung jawab Divisi Human Resources Department (HRD), dan dievaluasi oleh Direksi melalui mekanisme penilaian kinerja. Dari hasil evaluasi diketahui, Perseroan telah dapat merealisasikan target-target pendidikan dan pelatihan karyawan, walaupun di tengah pandemi COVID-19. [POJK51-6.c.2.d][404-1]

EMTEK continues to develop, grow and expand its businesses according to its vision and mission. In order to achieve this goal, the Company has implemented various HR development, education and training programs to maintain their ability in adapting and responding to the dynamic demands of the industry. These programs are implemented in an effective, sustainable and inclusive manner without discrimination against gender, race, economic background, and beliefs. The employee education and training management aim to be able to produce capable and visionary leaders as well as reliable and professional employees who can contribute to the Company's performance.

EMTEK terus mengembangkan, menumbuhkan, dan memperluas berbagai usahanya sesuai visi dan misi Perseroan. Untuk mencapai tujuan tersebut, Perseroan telah mengimplementasikan berbagai program pengembangan, pendidikan, dan pelatihan SDM guna mempertahankan kemampuannya untuk beradaptasi dan menanggapi tuntutan dinamika di industrinya. Program-program tersebut diimplementasikan secara efektif, berkelanjutan, dan inklusif, tanpa diskriminasi gender, ras, latar belakang ekonomi, dan kepercayaan. Tujuan dari pengelolaan pendidikan dan pelatihan karyawan adalah untuk menghasilkan pemimpin yang cakap dan visioner, serta karyawan yang andal dan profesional, yang dapat berkontribusi pada kinerja Perseroan.

Training Hours Based on Gender (Organized by EMTEK Holding) [POJK51-6.c.2.d][404-1]
Jam Pelatihan Berdasarkan Jenis Kelamin (Diselenggarakan oleh EMTEK Holding)

Description Uraian	2020		2019		2018
	Male Laki-Laki	Female Perempuan	Male Laki-Laki	Female Perempuan	Male & Female Laki-Laki & Perempuan
Number of Participants Jumlah Peserta	11	11	15	15	18
Number of Training Hours Jumlah Jam Pelatihan	1.144	1.648	1.624	1.259	5.142
Average Training Hours Rata-Rata Jam Pelatihan	4	5	4	4	4

Employee Performance Assessment

Every employee has an equal opportunity to develop a career. The Company implements performance assessment mechanism as one of the considerations in employee career paths, including promotion. The results of the performance assessment in 2020 were three employees received promotions, consisting of two females or 66.6% of total employees and one male or 33.4%. This figure accounted for 5.17% of the total employees who have been assessed. [404-3]

Penilaian Kinerja Karyawan

Setiap karyawan memiliki kesempatan setara untuk mengembangkan karir. Perseroan menerapkan mekanisme penilaian kinerja sebagai salah satu pertimbangan dalam jenjang karir karyawan, termasuk promosi. Berdasarkan hasil penilaian kinerja tahun 2020 ada tiga pekerja yang mendapatkan promosi jabatan, terdiri dari dua atau 66,6% perempuan dan satu atau 33,4% laki-laki. Jumlah tersebut mencapai 5,17% dari total pekerja yang telah dinilai. [404-3]

Competitive Behavior

Perilaku Kompetitif

Management Approach [103-1, 103-2, 103-3]

The Company applies fair competition in every aspect of its business. We prioritizes excellence approach for our programs, contents and services, to make the Company's television broadcasting stations, and media digital platforms to be among the prominents in Indonesia. The implementation of fair business competition is the responsibility of the Board of Directors and is carried out under the supervision of the Board of Commissioners. During 2020, the Company has never received sanctions from the authorities in Indonesia, including the Business Competition Supervisory Commission (KPPU).

Pendekatan Manajemen [103-1, 103-2, 103-3]

Perseroan menerapkan persaingan sehat dalam setiap aspek bisnis yang dijalankan. Kami mengedepankan pendekatan keunggulan program, konten, dan layanan, sehingga stasiun penyiaran televisi dan beberapa *platform* digital media Perseroan menjadi yang terkemuka di Indonesia. Penerapan persaingan usaha sehat menjadi tanggung jawab Direksi, dan dijalankan dengan pengawasan Dewan Komisaris. Selama tahun 2020, Perseroan tidak pernah mendapatkan sanksi dari pihak-pihak berwenang di Indonesia termasuk Komisi Pengawas Persaingan Usaha (KPPU).

The Company has several lines of business, namely media, digital, connectivity, and others. We are committed to fair business competition in our effort to gain as many viewers and customers as possible. The Company encourages its subsidiaries to prioritize quality programs, content and services as their competitive advantage. The commitment to fair business competition has resulted in the zero sanctions imposed on the Company from the authorities, including the KPPU. [206-1]

Perseroan memiliki beberapa bidang usaha, yakni media, digital, konektivitas, dan lainnya. Kami berkomitmen melakukan persaingan usaha sehat dalam upaya meraih sebanyak-banyaknya pemirsa maupun pelanggan. Perseroan mendorong entitas anak untuk mengedepankan program, konten, maupun layanan bermutu sebagai keunggulan dibanding kompetitor. Komitmen pada persaingan usaha sehat, membuat Perseroan tidak mendapatkan sanksi dari pihak-pihak berwenang, termasuk KPPU. [206-1]

During the reporting period, the Company managed to maintain its position as a prominent business entity in Indonesia. SCTV and Indosiar ranked as the top television stations according to an independent viewership survey. Vidio was listed as the top local over-the-top (OTT) service and one of the most downloaded applications in Indonesia, with growing number of visitors and paid subscribers. DANA e-money was listed as the top three fintech in Indonesia. [POJK51-6.f.5]

Selama periode pelaporan, Perseroan berhasil mempertahankan entitas bisnisnya sebagai yang terkemuka di Indonesia. Stasiun televisi SCTV dan Indosiar menjadi yang teratas berdasarkan survei tingkat kepemirsaaan yang dilakukan pihak independen. Vidio tercatat sebagai layanan *over-the-top* (OTT) lokal teratas dan salah satu aplikasi terbanyak yang diunduh di Indonesia, dengan jumlah pengunjung dan pelanggan berbayar yang terus bertambah. Layanan uang elektronik DANA, termasuk dalam tiga besar teknologi finansial di Indonesia. [POJK51-6.f.5]



Media Ethics

Etika Media

Management Approach [103-1, 103-2, 103-3]

The Company maintains ethics and integrity in running its business to ensure it runs a responsible business. The delivery of information is very important, thus it becomes a material topic in this report, which covers all entities of the Company. Commitment to maintaining ethics and integrity is manifested by avoiding practices that can infringe property rights and ensuring the protection of

Pendekatan Manajemen [103-1, 103-2, 103-3]

Perseroan menjaga etika dan integritas dalam menjalankan bisnisnya untuk memastikan bisnis yang bertanggung jawab. Penyampaian informasi ini sangat penting sehingga menjadi topik material dalam laporan ini, yang mencakup seluruh entitas Perseroan. Komitmen menjaga etika dan integritas diwujudkan, antara lain dengan menghindari praktik-praktik yang dapat menciderai hak kepemilikan,

viewers' privacy and personal data. The Board of Directors, with the supervision of the Board of Commissioners, ensures that the Company has implemented ethics and built integrity in running its business, and protects viewers through quality programs, content and services.

serta memastikan perlindungan privasi dan data pribadi pemirsa. Direksi dengan pengawasan Dewan Komisaris, memastikan Perseroan telah menerapkan etika dan membangun integritas dalam menjalankan bisnisnya, serta melindungi pemirsa melalui program, konten, dan layanan bermutu.

EMTEK conducts its business activities with ethics and high integrity, and committed to protect customers or viewers from misuse of their personal data, and respect for intellectual property rights. During the reporting period, the Company did not receive any complaints regarding the misuse of customers or viewers' personal data. [102-16][418-1]

EMTEK menjalankan kegiatan bisnisnya secara beretika dan integritas tinggi, dan berkomitmen melindungi pelanggan atau pemirsa dari praktik-praktik penyalahgunaan data pribadi mereka, serta menghormati hak atas kekayaan intelektual. Selama periode pelaporan, Perseroan tidak menerima pengaduan terkait penyalahgunaan data pribadi pelanggan atau pemirsa. [102-16][418-1]



The Company and its subsidiaries apply the following strategies to protect customers' data:

- Providing access to customers to update their personal data, which can minimize the opportunity for the misuse of data by unauthorized parties;
- Periodically checks the data security system; and
- Competence and development training for employees who are responsible for data processing and security.

Strategi yang dilakukan Perseroan serta anak-anak perusahaan untuk melindungi data pelanggan adalah:

- Memberikan akses kepada pelanggan untuk memperbarui data pribadi mereka, sehingga meminimalkan peluang pihak yang tidak bertanggung jawab untuk melakukan tindakan penyalahgunaan data;
- Secara berkala, melakukan pemeriksaan sistem pengamanan data; serta
- Pelatihan dan peningkatan kompetensi karyawan yang bertanggung jawab pada pengolahan dan pengamanan data.

Respect for Intellectual Property Rights and Viewer Protection

We ensure that broadcasting of programs and content has complied with the legal aspect of the parties who hold the intellectual property rights. During the reporting period, the Company was never faced with any legal sanctions over alleged infringement of intellectual property rights for broadcasting programs or content.

Penghargaan Hak atas Kekayaan Intelektual dan Perlindungan Pemirsa

Kami memastikan penayangan program maupun konten telah memenuhi aspek legalitas dari pihak-pihak yang menjadi pemegang hak atas kekayaan intelektual. Selama periode pelaporan, Perseroan tidak menghadapi sanksi hukum terkait dugaan pelanggaran hak atas kekayaan intelektual terkait penayangan program maupun konten.

The Company is committed to providing responsible information, programs, content and other multimedia products to its viewers/subscribers. We carry out all activities and products in accordance with applicable laws and regulations, especially those related to viewer protection. During the reporting period, no broadcasting products or other business activities were stopped permanently. [POJK51-6.f.4] [102-17]

The Company which is engaged in the media sector has the responsibility to provide accurate and balanced information to the public, even more so as a mainstream media that influences people's mindsets and lifestyles. In an effort to minimize the negative impact and misinformation, the Liputan6.com program has joined the International Fact Checking (IFC) Network and become a partner of Facebook. This is one of the Company's efforts in supporting the Government to convey accurate news to the public. [POJK51-6.f.3] [102-17]

Another EMTEK's effort in supporting the Government is through the provision of live streaming services on seminars beneficial for the community. In relation to the Government's ban on homebound travel to control the transmission of COVID-19, EMTEK Group held a seminar with the theme "Jangan Mudik ke Desa, Tak Pulang karena Sayang" with the Minister of Villages, Underdeveloped Regions, and Transmigration as speaker. The seminar was expected to provide new insights to the community to reduce the number of people traveling to their hometowns.

Perseroan berkomitmen memberikan tayangan informasi, program, konten, maupun produk multimedia lain yang bertanggung jawab bagi pemirsa/pelanggan. Kami menjalankan seluruh kegiatan sesuai ketentuan perundang-undangan yang berlaku, terutama terkait perlindungan pemirsa. Selama periode pelaporan, tidak ada produk maupun kegiatan usaha lain yang dihentikan penyiarannya yang bersifat permanen. [POJK51-6.f.4] [102-17]

Perseroan yang bergerak di bidang media juga bertanggung jawab untuk menyajikan informasi kepada masyarakat yang akurat dan berimbang, terlebih sebagai media *mainstream* yang berpengaruh terhadap pola pikir dan gaya hidup masyarakat. Untuk meminimalkan dampak negatif dan informasi yang tidak terpercaya, program Liputan6.com bergabung dalam Jaringan Periksa Fakta Internasional atau International Fact Checking Network (IFC) dan menjadi mitra Facebook. Langkah ini merupakan salah satu upaya Perseroan untuk mendukung Pemerintah dalam menyampaikan berita yang akurat kepada masyarakat. [POJK51-6.f.3] [102-17]

Upaya EMTEK lainnya dalam membantu Pemerintah adalah melalui penyediaan layanan *live streaming* yang memberikan seminar bermanfaat bagi masyarakat. Berkaitan dengan larangan mudik yang digaungkan Pemerintah untuk menekan penyebaran virus COVID-19, Grup EMTEK menyelenggarakan seminar bertema "Jangan Mudik ke Desa, Tak Pulang karena Sayang" dengan narasumber Menteri Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi. Seminar tersebut diharapkan dapat memberikan wawasan baru kepada masyarakat sehingga mengurangi jumlah masyarakat yang mudik.



Public Complaints Mechanism

All public complaints regarding the Company's activities as well as corporate social and environmental responsibility activities, are forwarded to the respective subsidiaries to be followed up. The Company ensures that all complaints submitted by the public have been followed up by each subsidiary. [POJK51-6.c.3.b]

Mekanisme Pengaduan Masyarakat

Seluruh pengaduan yang disampaikan masyarakat, baik mengenai kegiatan Perseroan maupun kegiatan tanggung jawab sosial dan lingkungan, diteruskan kepada masing-masing anak perusahaan untuk ditindaklanjuti. Perseroan memastikan seluruh pengaduan yang disampaikan masyarakat telah ditindaklanjuti masing-masing anak perusahaan.

[POJK51-6.c.3.b]



Corporate Social Responsibility [203-1, 413-1, 413-2]

Tanggung Jawab Sosial Perusahaan

The Company's CSR programs is carried out by the Pundi Amal Peduli Kasih Foundation (YPP), which was established to channel donations from the viewers of Indosiar and SCTV to others. The viewers and the Company's donations are distributed to the beneficiaries regardless of race, ethnicity or religion. Periodically, CSR activities carried out by the Company and distribution of YPP donations are broadcast to the public through the news program on SCTV's Liputan 6, Indosiar's Fokus, YPP's web page and social media, as well as news channels, information, and other business units under PT Surya Citra Media Tbk (SCM).

Pelaksanaan program CSR dijalankan oleh Yayasan Pundi Amal Peduli Kasih (YPP), yang dibentuk untuk menyalurkan kepedulian pemirsa Indosiar dan SCTV kepada sesama. Penyaluran bantuan pemirsa dan Perseroan kepada penerima manfaat dilaksanakan tanpa memandang ras, suku, maupun agama. Secara berkala, kegiatan CSR yang dilakukan Perseroan dan penyaluran bantuan YPP disampaikan kepada masyarakat melalui program Berita di Liputan 6 SCTV, Fokus Indosiar, laman web dan media sosial YPP, serta kanal berita, informasi, dan unit usaha lainnya di bawah PT Surya Citra Media Tbk (SCM).

YPP's commitment has won the viewers' trust, through continuous donations for various social responsibility programs. One form of viewers' trust was actualized in the donations raised by EMTEK Group through YPP amounted to IDR9.15 billion at the charity event "Konser Amal Satu Indonesia" in 2020. The donations came from advertisement earnings from sponsors and from viewers' donations. All donations collected were then channeled by YPP in various forms of COVID-19 mitigation assistance, as a form of the EMTEK Group's support for the COVID-19 pandemic handling.

Berkat komitmen tersebut, YPP mendapatkan kepercayaan yang besar dari pemirsa, melalui donasi yang terus diberikan untuk berbagai program tanggung jawab sosial. Salah satu bentuk kepercayaan pemirsa diwujudkan dalam donasi yang berhasil dikumpulkan oleh Grup EMTEK melalui YPP sebesar Rp9,15 miliar pada kegiatan "Konser Amal Satu Indonesia" tahun 2020. Donasi berasal dari pendapatan iklan sponsor pendukung dan dari donasi pemirsa. Seluruh donasi yang terkumpul kemudian disalurkan YPP dalam berbagai bentuk bantuan mitigasi COVID-19, sebagai bentuk kepedulian Grup EMTEK terhadap penanganan pandemi COVID-19.

Charity Night "Konser Amal Satu Indonesia" Penggalangan Dana "Konser Amal Satu Indonesia"



Advertisement Earnings
Pendapatan Iklan

IDR6.35 billion
Rp6,35 miliar



Viewers Donation
Dana Pemirsa

IDR2.80 billion
Rp2,80 miliar

Overall, the total public donations entrusted to YPP in 2020 reached IDR33.48 billion, which included funds for handling COVID-19 from SCM of IDR6.35 billion. These funds were managed and channeled through the implementation of CSR activities with focus on four areas of activity, namely Humanitarian (Disaster), Health, Education, and the Environment. The implementation of activities in these four areas was a form of the Company's support for the Government's efforts to achieve the Sustainable Development Goals. [POJK51-6.c.3.c]

Humanitarian [413-1, 413-2]

Social responsibility activities in the humanitarian sector are related to disasters for the COVID-19 pandemic handling. YPP and the Company focused on these activities during 2020, especially on breaking the COVID-19 transmission. The activities were in line with the issuance of a Presidential Decree (KEPPRES) concerning the Designation of Non-Natural Disaster for the Spread of Corona Virus Disease 2019 (COVID-19) as a National Disaster, on April 13, 2020.

Secara keseluruhan, total donasi masyarakat yang dipercayakan ke YPP pada tahun 2020 mencapai Rp33,48 miliar, yang termasuk dana penanganan COVID-19 dari SCM sebesar Rp6,35 miliar. Dana tersebut dikelola dan disalurkan melalui pelaksanaan kegiatan CSR yang difokuskan pada empat bidang kegiatan, yakni Kemanusiaan (Bencana), Kesehatan, Pendidikan, dan Lingkungan. Pelaksanaan kegiatan pada keempat bidang tersebut menjadi bentuk dukungan Perseroan pada upaya Pemerintah mencapai Tujuan Pembangunan Berkelanjutan. [POJK51-6.c.3.c]

Bidang Kemanusiaan [413-1, 413-2]

Kegiatan tanggung jawab sosial bidang kemanusiaan terkait bencana untuk penanganan pandemi COVID-19. Kegiatan ini menjadi fokus YPP bersama Perseroan selama tahun 2020, terutama fokus pada pemutusan rantai pandemi COVID-19. Kegiatan ini sejalan dengan penerbitan Keputusan Presiden (KEPPRES) tentang Penetapan Bencana Non-Alam Penyebaran Corona Virus Disease 2019 (COVID-19) Sebagai Bencana Nasional, pada 13 April 2020.



Overall, the total donations that have been distributed for humanitarian assistance (disaster) related to the COVID-19 pandemic in 2020 amounted to IDR27.7 billion. The donations that were distributed included package of personal protective equipment (PPE) consisting of hazmat suits, face shields, safety goggles, safety glove, surgical masks, foot covers, N95 masks, grocery packages, and cloth masks.

YPP distributed PPE to 104 regional referral hospitals and health centers that treated COVID-19 patients in a number of regions in Indonesia. The PPE package assistance was distributed directly or through local governments, and in collaboration with 16 government agencies, including the National Disaster Management Agency (BNPB), as well as Armed Forces (TNI) and National Police (Polri) institutions.

In addition to PPE, YPP also distributed ventilators that were badly needed by COVID-19 patients. YPP has been working with the Ministry of Technology & Research/National Research and Innovation Agency for ventilator procurement. Through this procurement program, YPP has indirectly participated in the development of domestic products and the nation's potential for innovation.

The Company together with YPP also distributed free lunch and grocery packages. The assistance was intended for informal workers, such as construction workers, street cleaners, motorcycle taxi drivers, street vendors, and other residents in need. The assistance in the form of 2,050 free lunch packages and 2,000 bath soaps was distributed directly.

Secara keseluruhan, total donasi yang telah didistribusikan untuk bantuan kemanusiaan (bencana) terkait pandemi COVID-19 pada tahun 2020 adalah Rp27,7 miliar. Bantuan yang disalurkan antara lain berbentuk paket alat pelindung diri (APD) yang terdiri dari baju *hazmat*, *face shield*, *safety goggle*, *safety glove*, *masker bedah*, *foot cover*, masker N95, paket sembako, dan masker kain.

YPP mendistribusikan APD ke 104 rumah sakit rujukan daerah dan puskesmas yang menangani pasien COVID-19 di sejumlah wilayah di Indonesia. Pendistribusian bantuan paket APD dilakukan secara langsung maupun melalui pemerintah daerah, dan kerja sama dengan 16 instansi pemerintah, di antaranya Badan Nasional Penanggulangan Bencana (BNPB), serta institusi Tentara Nasional Indonesia (TNI) dan Kepolisian Negara Republik Indonesia (Polri).

Selain APD, YPP juga mendistribusikan *ventilator* yang sangat dibutuhkan pasien COVID-19. Untuk pengadaan alat bantu pernapasan ini, YPP bekerja sama dengan Kementerian Riset Teknologi/Badan Riset dan Inovasi Nasional. Melalui program pengadaan ini, secara tidak langsung YPP telah ikut berpartisipasi dalam pengembangan produk dalam negeri dan potensi inovasi anak bangsa.

Perseroan bersama YPP juga mendistribusikan bantuan makan siang gratis dan paket sembako. Bantuan ditujukan bagi pekerja informal, seperti pekerja bangunan, pembersih jalan, tukang ojek, pedagang kaki lima, dan warga lain yang membutuhkan. Penyaluran bantuan dilakukan secara langsung dengan membagikan 2.050 paket makan siang gratis dan 2.000 sabun mandi.



Distribution of grocery packages:

- A total of 40,000 grocery packages were distributed in collaboration with *Bukalapak* and the *Mitra Bukalapak* community shop network in Jakarta, Semarang, Yogyakarta and Surabaya.
- A total of 100 grocery packages were distributed to communities around 41 SCTV and Indosiar transmission stations across Indonesia.
- A total of 106,000 grocery packages were distributed in collaboration with the TNI, Polri, Ministry of Social Affairs, local governments, and other social organizations.

Distribusi bantuan paket sembako:

- Sebanyak 40.000 paket sembako disalurkan bekerja sama dengan Bukalapak dan jaringan warung komunitas Mitra Bukalapak di Jakarta, Semarang, Yogyakarta, dan Surabaya.
- Sebanyak 100 paket sembako disalurkan kepada masyarakat di sekitar 41 stasiun transmisi SCTV dan Indosiar di seluruh Indonesia.
- Sebanyak 106.000 paket sembako didistribusikan bekerja sama dengan TNI, Polri, Kementerian Sosial, pemerintah daerah, dan organisasi kemasyarakatan lain.

We also distributed over 700,000 masks to the residents in 2020 and will continue in 2021. As for supporting the distance learning (PJJ) policy during the pandemic, the Company and YPP assisted in the provision of WiFi devices and internet networks. The activity was carried out in six pilot transmission station areas, namely Kupang, Banda Aceh, Kediri, Cilegon, Jember, and Banyumas. This activity will be continued in 2021 and adjusted to the conditions of the community around the transmission areas, as well as Government Regulations regarding PJJ.

Kami juga membagikan lebih dari 700 ribu masker ke seluruh masyarakat di tahun 2020 dan akan terus dilanjutkan pada tahun 2021. Adapun untuk mendukung kebijakan pembelajaran jarak jauh (PJJ) selama pandemi, Perseroan bersama YPP membantu penyediaan perangkat WiFi dan jaringan internet. Kegiatan dilaksanakan di enam wilayah stasiun transmisi sebagai percontohan, yakni Kupang, Banda Aceh, Kediri, Cilegon, Jember, dan Banyumas. Kegiatan ini akan dilanjutkan pada tahun 2021 dan disesuaikan dengan kondisi masyarakat di sekitar stasiun transmisi serta Peraturan Pemerintah mengenai PJJ.



We distributed assistance to the victims of flooding in the Greater Jakarta area. The assistance included medication and hygiene packages. The total beneficiaries of the assistance were 1,500 residents spread across West Jakarta, East Jakarta, Bekasi, Babakan Madang, and Bogor. Kami menyalurkan bantuan untuk masyarakat yang menjadi korban banjir di wilayah Jabodetabek. Bantuan yang diberikan, antara lain pengobatan dan paket kebersihan. Total penerima manfaat bantuan sebanyak 1.500 warga yang tersebar di Jakarta Barat, Jakarta Timur, Bekasi, Babakan Madang, dan Bogor.

Health Sector

The focus of social responsibility activities in the health sector during 2020 was assistance with individual health services. Overall, the Company together with YPP allocated a donation of IDR652.1 million for the implementation of public health activities in various regions in Indonesia.

Bidang Kesehatan

Fokus kegiatan tanggung jawab sosial dalam bidang kesehatan selama tahun 2020 adalah bantuan layanan kesehatan individual. Secara keseluruhan, Perseroan bersama YPP mengalokasikan donasi sebesar Rp652,1 juta untuk pelaksanaan kegiatan kesehatan masyarakat di berbagai daerah di Indonesia.

Distribution of Public Donations for Health Activities
Penyaluran Donasi Masyarakat untuk Kegiatan Bidang Kesehatan

Activity Kegiatan	Location of Activity Lokasi Kegiatan	Description Keterangan
Cataract Surgery Operasi Katarak	• Jakarta • Pekanbaru, Riau • Nganjuk, East Java • Sumedang, West Java • Jakarta • Pekanbaru, Riau • Nganjuk, Jawa Timur • Sumedang, Jawa Barat	Beneficiaries: 227 Adult Patients Penerima Manfaat: 227 Pasien Dewasa
Cleft Lip Surgery Operasi Bibir Sumbing	Pandeglang, Banten	Beneficiaries: 26 Child Patients Penerima Manfaat: 26 Pasien Anak
Healing Refreshment	Cipanas, West Java Cipanas, Jawa Barat	Participants: 100 Cancer Patients Peserta: 100 Penderita Kanker

In addition, through its subsidiaries, EMTEK organized various online seminars, training, and discussions related to new normal. The activities were carried out in order to promote health and optimism during the pandemic.

Selain itu, melalui anak-anak perusahaannya, EMTEK menyelenggarakan berbagai acara seminar, pelatihan, maupun diskusi terkait kebiasaan baru (new normal) secara daring. Kegiatan ini dilakukan dalam rangka mempromosikan kesehatan dan optimisme di masa pandemi.

Event Acara	Date of Event Waktu Penyelenggaraan	Organizer Penyelenggara
Unlimited Solidarity Solidaritas Tanpa Batas	9 April 2020 April 9, 2020	Vidio
Launching of Merdeka Book Vol. 4 - Recording Inspirational Stories and Concern for the Nation's Children in Facing the COVID-19 Pandemic Penerbitan Buku Merdeka Vol. 4 - Merekam Kisah Inspiratif dan Kepedulian Anak Bangsa Menghadapi Pandemi COVID-19	17 Agustus 2020 August 17, 2020	Vidio
The Future of Higher Education in the Post COVID-19 Era Masa Depan Pendidikan Tinggi di Era Pasca COVID-19	October 1, 2020 1 Oktober 2020	Vidio & Liputan 6
Covering News Safely in Pandemic Times Meliput Berita yang Aman di Masa Pandemi	October 12, 2020 12 Oktober 2020	Vidio & Liputan 6
Fimela Talks - Answering the Challenges of Online Learning during the Pandemic Fimela Talks - Menjawab Tantangan Belajar Daring di Masa Pandemi	October 15, 2020 15 Oktober 2020	Kapanlagi
Portrait of Indonesian Education in the Pandemic Period Potret Pendidikan Indonesia di Masa Pandemi	October 19, 2020 19 Oktober 2020	Vidio & Liputan 6

Education Sector

In 2020, YPP has distributed viewers' donations for educational activities of IDR286.8 million. The funds were used for the provision of mobile library on the border of Merauke, Papua. The mobile library carried books for local residents to read, and was operated by members of the Armed Forces (TNI) from Regional Military Command 174/ATW Merauke. Another activity was the scholarships for 12 students in Maumere (East Nusa Tenggara), Yogyakarta, Malang, Surabaya, and Jakarta.

Bidang Pendidikan

Pada tahun 2020, YPP telah menyalurkan donasi pemirsa untuk kegiatan pendidikan sebanyak Rp286,8 juta. Dana tersebut direalisasikan untuk penyediaan mobil pintar di perbatasan Merauke, Papua. Mobil pintar berisi buku bacaan yang bisa dimanfaatkan warga setempat, dan dioperasikan oleh perwira TNI dari Korem 174/ATW Merauke. Kegiatan lainnya adalah penyediaan beasiswa untuk 12 mahasiswa yang tersebar di Maumere (Nusa Tenggara Timur/NTT), Yogyakarta, Malang, Surabaya, dan Jakarta.



The Company's commitment to support the development of education in Indonesia is implemented through Indosiar Foundation, which established the Indonesian Television Academy (ATVI). During the pandemic, ATVI managed to produce 174 graduates who then work at EMTEK, its subsidiaries, various other commercial TV stations including local TV stations, as well as production houses. Further information about ATVI can be found at <https://www.atvi.ac.id/>.

Komitmen Perseroan untuk mendukung kemajuan pendidikan di Indonesia diwujudkan melalui Yayasan Indosiar, yang mendirikan Akademi Televisi Indonesia (ATVI). Di tengah pandemi, ATVI dapat menghasilkan 174 lulusan yang selanjutnya bekerja di EMTEK, anak perusahaan, berbagai stasiun TV komersial lain termasuk stasiun TV lokal, serta rumah produksi. Informasi lebih lanjut mengenai ATVI dapat dilihat pada <https://www.atvi.ac.id/>.

Environmental Sector

In 2020, the Company together with YPP allocated more than IDR1.5 billion of donations for several activities in the environmental sector. The donations, among others, were used to rehabilitate a number of bridges in the ASA Bridge program, one of which was in Dukuh Handap Village, Batu Hideung Village, Cimanggu District, Pandeglang, Banten. [POJK51-6.d.1]

Bidang Lingkungan

Pada tahun 2020, Perseroan bersama YPP mengalokasikan donasi yang terkumpul sebesar lebih dari Rp1,5 miliar untuk beberapa kegiatan di bidang lingkungan. Donasi tersebut, antara lain digunakan untuk merehabilitasi sejumlah jembatan dalam program Jembatan ASA, salah satunya di Kampung Dukuh Handap, Desa Batu Hideung, Kecamatan Cimanggu, Pandeglang, Banten. [POJK51-6.d.1]

Public Service Announcements

EMTEK, through its subsidiaries, provides a number of free ad slots for public services advertisements as a form of corporate social responsibility. In 2020, the Company provided ad slots for 872 TV Commercials, 13,008 Super Impose, and 13,079 Running Texts.

Iklan Layanan Masyarakat

EMTEK, melalui anak-anak perusahaannya, menyediakan sejumlah slot iklan secara gratis untuk iklan layanan masyarakat sebagai salah satu bentuk tanggung jawab sosial perusahaan. Pada tahun 2020, Perseroan menyediakan slot iklan untuk 872 TV Commercial, 13.008 Super Impose, dan 13.079 Running Text.



Sustainability Governance and Economic Performance

Tata Kelola Keberlanjutan dan Kinerja Ekonomi



EMTEK has grown into a modern and integrated group of companies with three main lines of business, namely media, information technology (IT) solutions, connectivity, and others. This achievement is supported by the implementation of good corporate governance.

EMTEK berkembang menjadi kelompok perusahaan modern dan terintegrasi, dengan tiga bidang usaha utama, yaitu media, solusi teknologi informasi (TI), konektivitas, dan lainnya. Pencapaian tersebut didukung dengan penerapan tata kelola perusahaan yang baik.



About EMTEK

Tentang EMTEK

Vision, Mission, and Corporate Core Values [POJK51-3.a] [102-16]

Visi, Misi, dan Nilai Inti Perusahaan



Vision

Visi

To be the leading provider of entertainment and information for Indonesian people and the preferred service partner in the provision of information, communication and technology solutions to our stakeholders in a sustainable manner.

Menjadi penyedia hiburan dan informasi terkemuka bagi masyarakat Indonesia dan pilihan utama dalam layanan penyediaan solusi informasi, komunikasi, serta teknologi bagi segenap pemangku kepentingan secara berkelanjutan.



Mission

Misi

- We strive to be the preferred provider of quality contents for Indonesian people and establish ourselves as the trusted service provider of a complete range of solutions to satisfy the needs of our customers.
Kami senantiasa berupaya untuk menjadi pilihan utama dalam penyediaan konten berkualitas bagi masyarakat Indonesia dan membangun reputasi sebagai penyedia layanan terpercaya untuk ragam solusi lengkap dalam rangka memenuhi kebutuhan para pelanggan kami.
- We strive to become the trusted choice by delivering attractive contents and superior services, as well as by continuously developing our human resources.
Kami akan menjadi pilihan utama melalui upaya penyediaan konten yang menarik, pemberian layanan yang unggul, dan pengembangan sumber daya manusia secara berkelanjutan.
- Through the achievement of the abovementioned, we will create a sustainable and profitable business for our stakeholders.
Dengan mewujudkan pencapaian-pencapaian tersebut, kami akan menciptakan bisnis yang menguntungkan secara berkelanjutan bagi para pemangku kepentingan kami.

Cultural Values and Sustainability [POJK51-6.a] Nilai Budaya dan Keberlanjutan

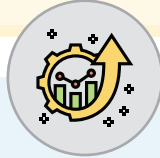
Creative Collaboration

We Value Creative Collaboration which inclusively involve all Global Emtel Group Stakeholders to create our solutions in this boundariless world.



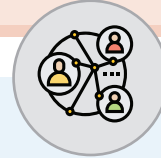
Embrace Growth

We Embrace Growth as part of our daily lives, which leads us to continuously learn, adapt and be agile at all times.



Impactful Contribution

We continuously deliver impactful Contribution to the Nation and Stakeholders including our Employees.



Family Oriented

Our employees and stakeholders are our families.
With this strong bond, we care for each other and we shall rise together.



Company Name [POJK51-3.b] [102-1] Nama Perusahaan

PT Elang Mahkota Teknologi Tbk
(Formerly PT Elang Mahkota Komputer)
PT Elang Mahkota Teknologi Tbk
(Sebelumnya PT Elang Mahkota Komputer)



Date of Establishment Date Tanggal Akta Pendirian

3 August | Agustus 1983



Legal Basis of Establishment [102-5] Dasar Hukum Pembentukan

Decree of the Minister of Justice of the Republic of Indonesia No. C2-1773.HT.01.01. TH.84 dated March 15, 1984
Surat Keputusan Menteri Kehakiman Republik Indonesia No. C2-1773.HT.01.01. TH.84 tanggal 15 Maret 1984



Authorized Capital Modal Dasar

IDR2,513,403,600,000
Rp2.513.403.600.000



Issued and Fully Paid Capital as of December 31, 2020

Modal Ditempatkan dan Disetor Penuh per 31 Desember 2020

IDR1,128,791,468,400
Rp1.128.791.468.400





Lines of Business [POJK51-3.d] Bidang Usaha

Service (professional activities, media, information technology, solution, connectivity, healthcare services) and Trade through Subsidiaries.
Jasa (aktivitas profesional, jasa media, solusi, teknologi informasi, konektivitas, layanan kesehatan) dan Perdagangan melalui Anak-anak Perusahaan.



Products and Services [POJK51-3.d] [102-2] Produk dan Layanan

1. Television (FTA and subscription television channels)
 2. Digital and Outdoor Advertising (Megaportal websites, video-on-demand, and outdoor advertising)
 3. Content and Other (Film and video production, film and content trade, production houses, multimedia industry, and artist management)
1. Televisi (Saluran televisi FTA dan berlangganan)
 2. Digital dan Iklan Luar Ruangan (Megaportal website, video-on-demand, dan periklanan luar ruangan)
 3. Konten dan Lainnya (Produksi film dan video, perdagangan film dan konten, rumah produksi, industri multimedia, dan manajemen artis)



Head Office [POJK51-3.b] [102-3] Kantor Pusat

SCTV Tower - Senayan City, 18th Floor
Jl. Asia Afrika Lot 19, Jakarta 10270, Indonesia
Website : www.EMTEK.co.id
Email : corsec@EMTEK.co.id
Telepon : (+62 21) 72782066
Faksimili : (+62 21) 72782194



Listing on the Indonesia Stock Exchange Pencatatan di Bursa Saham Indonesia

12 January | Januari 2010

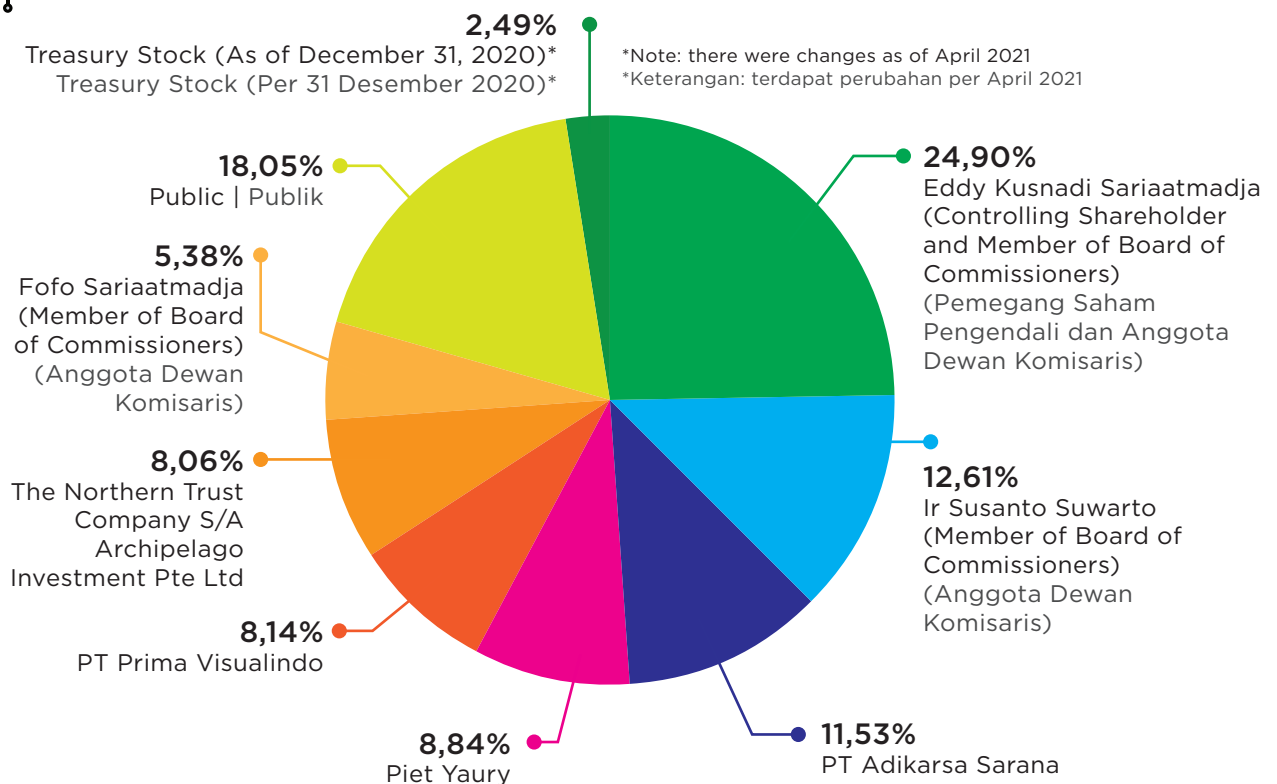


Stock Code Kode Saham

EMTK



Public Shareholders Composition [POJK51-3.c.3] [102-5] Komposisi Pemegang Saham Publik



Other information about the Company can be found at: <http://www.EMTEK.co.id/>
Informasi lainnya terkait Perseroan, dapat dilihat dalam: <http://www.EMTEK.co.id/>

Operation Area

The Company's business activities are in Indonesia with an office in Jakarta. We do not have direct business activities outside the territory of Indonesia. For a complete description of the Company's business, see the Annual Report 2020. [POJK51-3.c.4] [102-4, 102-6]

Wilayah Operasi

Kegiatan usaha Perseroan berada di Indonesia dengan kantor di Jakarta. Kami tidak memiliki kegiatan usaha langsung di luar wilayah Indonesia. Uraian lengkap terkait usaha Perseroan dapat dibaca pada Laporan Tahunan 2020. [POJK51-3.c.4] [102-4, 102-6]

Scale of Organization [POJK51-3.c.1][POJK51-3.c.3] [102-7]

Skala Organisasi

Description Uraian	Unit Satuan	2020	2019	2018
Number of Employees (Group EMTEK) Jumlah Karyawan (Grup EMTEK)	People Orang	7.249	6.703	6.608
Subsidiaries Entitas Anak	Entity Entitas	35	35	35
Revenue Pendapatan	Billion IDR Miliar Rupiah	1.919	11.100	89.560
Liabilities Liabilitas		5.417	5.275	4.061
Equity Ekuitas		11.979	12.265	15.464
Assets Aset		17.397	17.541	19.525
Total Net Profit Jumlah Laba Bersih		1.288	(1.884)	321

Significant Changes

In 2020, the Company has completed the acquisition of 71.88% of all issued and fully paid shares of PT Sarana Meditama Metropolitan Tbk (SAME) from PT Omni Health Care. Prior to the acquisition, EMTEK had no affiliation with SAME. SAME runs a business in operating private hospitals with activities of general practitioners, specialists, dentists, special transportation for patients, and several other activities. [POJK51-3.f] [102-10]

Perubahan yang Bersifat Signifikan

Pada tahun 2020 Perseroan telah menyelesaikan pembelian atas 71,88% dari seluruh saham yang ditempatkan dan disetor penuh oleh PT Sarana Meditama Metropolitan Tbk (SAME) dari PT Omni Health Care. Sebelum akuisisi, EMTEK tidak mempunyai hubungan afiliasi dengan SAME. Kegiatan usaha yang dijalankan SAME adalah rumah sakit swasta dengan aktivitas praktik dokter umum, dokter spesialis, dokter gigi, angkutan khusus pengangkutan orang sakit, dan beberapa lainnya. [POJK51-3.f] [102-10]

External Initiatives and Association Membership

As of the end of the reporting period, the Company supported external initiatives by joining a number of associations, through the Company or Director or its employees. [POJK51-3.e] [102-12, 102-13]

Inisiatif Eksternal dan Keanggotaan Asosiasi

Hingga akhir periode pelaporan, Perseroan mendukung inisiatif eksternal dengan menjadi anggota sejumlah asosiasi, melalui Perseroan maupun Direktur atau karyawannya. [POJK51-3.e] [102-12, 102-13]

Association Membership [102-13] Keanggotaan Asosiasi

Association Name Nama Asosiasi	Position Posisi
Indonesia Corporate Secretary Association	Member Anggota
Indonesian Chamber of Commerce and Industry (KADIN) Kamar Dagang dan Industri Indonesia (KADIN)	Member Anggota
Young President Organization	Member Anggota
Indonesia Telematics Society Masyarakat Telematika (MASTEL)	Member Anggota

Sustainability Governance

Tata Kelola Keberlanjutan

EMTEK implements sustainable governance practices, as part of good corporate governance (GCG). Through sustainable governance, the Company strives to apply sustainability values in every aspect of its business.

Corporate Governance Structure

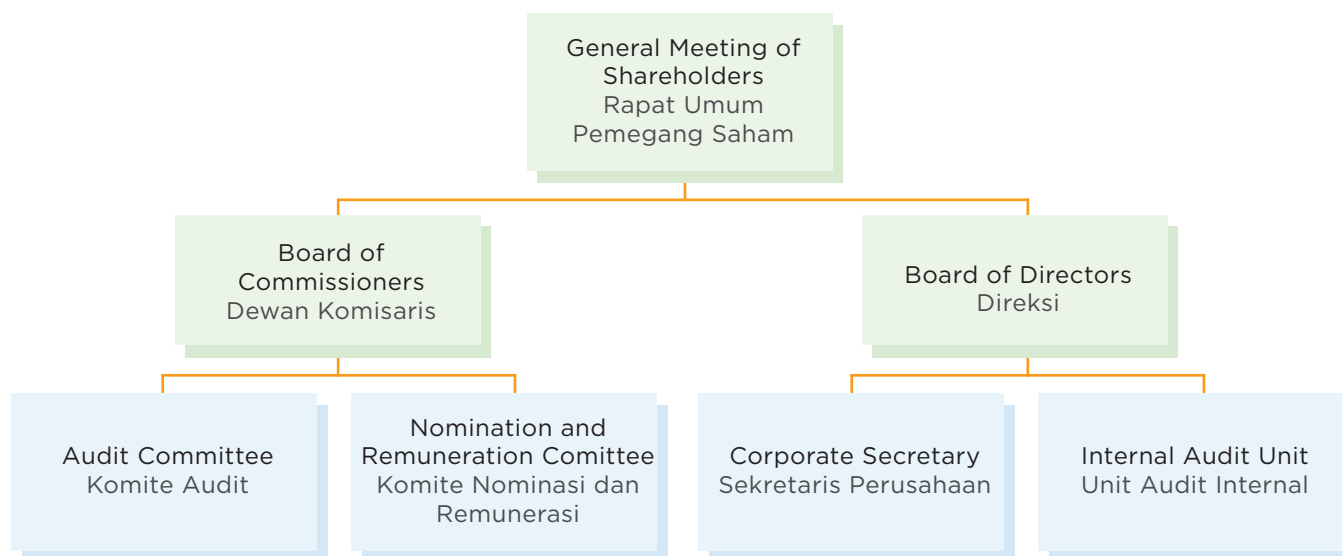
The corporate governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors as well as supporting organs, namely the Internal Audit Unit, the Corporate Secretary, Risk Management, Internal Control System, and Committees under the Board of Commissioners. This structure is in compliance with the applicable regulations in Indonesia. Complete description of the Company's governance structure, see the Annual Report 2020. [102-18, 102-22, 102-23]

EMTEK menerapkan praktik-praktik tata kelola keberlanjutan sebagai bagian dari tata kelola perusahaan yang baik (*good corporate governance/ GCG*). Melalui tata kelola keberlanjutan, Perseroan berupaya menerapkan nilai-nilai keberlanjutan dalam setiap aspek bisnis yang dijalankan.

Struktur Tata Kelola Perusahaan

Struktur tata kelola Perseroan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi serta organ pendukung yang meliputi Satuan Pengawasan Intern, Sekretaris Perusahaan, Manajemen Risiko, Sistem Pengendalian Internal, serta Komite-komite di bawah Dewan Komisaris. Struktur tersebut sesuai dengan ketentuan regulasi yang berlaku di Indonesia. Uraian lengkap tentang struktur tata kelola Perseroan, dapat dilihat pada Laporan Tahunan 2020. [102-18, 102-22, 102-23]

EMTEK Governance Structure Struktur Tata Kelola EMTEK



General Meeting of Shareholders

During 2020, the GMS implementation was adjusted to the conditions of the COVID-19 pandemic and has received approval from the Indonesia Stock Exchange and the Financial Services Authority (FSA). Disclosure of information regarding the implementation and resolutions of the GMS, see: <http://www.emtek.co.id/corporate-governance/charters> and the Annual Report 2020.

Rapat Umum Pemegang Saham (RUPS)

Selama tahun 2020, pelaksanaan RUPS disesuaikan dengan kondisi pandemi COVID-19, dan telah mendapatkan persetujuan dari Bursa Efek Indonesia dan Otoritas Jasa Keuangan (OJK). Pengungkapan informasi mengenai pelaksanaan dan keputusan RUPS dapat dilihat melalui: <http://www.emtek.co.id/corporate-governance/charters> dan Laporan Tahunan 2020.

Board of Commissioners

The Board of Commissioners is assisted by committees, namely the Audit Committee and the Nomination and Remuneration Committee. During 2020 there was a change in the membership composition of the Board of Commissioners. Until the end of the reporting period, the composition of the Board of Commissioners' membership consisted of six people. There were two Independent Commissioners or 33.33%.

Dewan Komisaris

Dewan Komisaris dibantu komite-komite, yakni Komite Audit, serta Komite Nominasi dan Remunerasi. Selama tahun 2020 ada perubahan susunan keanggotaan Dewan Komisaris. Hingga akhir periode pelaporan, komposisi keanggotaan Dewan Komisaris terdiri dari enam orang. Jumlah Komisaris Independen adalah dua orang atau 33,33%.

Disclosure of information about the Board of Commissioners, see:
Pengungkapan informasi mengenai Dewan Komisaris, lihat:
<http://www.emtek.co.id/management/board-of-commissioners>.



For disclosure of information on committees, see:
Pengungkapan informasi mengenai komite-komite, lihat:
<http://www.emtek.co.id/corporate-governance/instruments/audit-committee>, <http://www.emtek.co.id/corporate-governance/instruments/nomination-and-remuneration-committee>, and the Annual Report 2020.

Board of Directors

During 2020, there was no change in the membership composition of the Board of Directors. The composition of the Board of Directors consisted of six people. There were three women in the membership of the Board of Directors or 50%.

Direksi

Selama tahun 2020, tidak ada perubahan susunan keanggotaan Direksi. Komposisi Direksi terdiri dari enam orang. Terdapat tiga orang perempuan, atau 50%, dalam keanggotaan Direksi.



Disclosure of complete information about the Board of Directors and matters relating to the implementation of their duties and responsibilities, see <http://www.emtek.co.id/management/board-of-directors> and the Annual Report 2020.

Pengungkapan informasi lengkap mengenai Direksi dan hal-hal yang berkaitan dengan pelaksanaan tugas dan tanggung jawabnya, lihat <http://www.EMTEK.co.id/management/board-of-directors> dan Laporan Tahunan 2020.

Corporate Officer in Charge of Sustainability

[POJK51-5.a] [102-20, 102-26, 102-29]

All matters related to the sustainability implementation and the management of environmental and social issues and governance (ESG), is carried out by the Board of Directors collectively. In accordance with the division of duties and authorities of each Directorate, Ms. Titi Maria Rusli was appointed as director in charge of legal aspects and compliance, as well as monitoring sustainable development in the Company. Descriptions of the division of duties of other directors can be seen in the Annual Report 2020 which is published separately from this report, but complementary.

The CSR implementation particularly is the responsibility of the CSR Department which reports its performance to the Board of Directors. The CSR Department represents the Company in communicating and consulting with external stakeholders. [102-21]

Sustainable Governance Performance Evaluation

[POJK51-5.c] [102-28]

The Company's Sustainability Governance performance has been assessed by internal and external parties. One of the assessments was carried out using the ASEAN Corporate Governance Scorecard (ACGS). In 2019, the ACGS assessment of the Company was conducted by PT RSM Indonesia in collaboration with the Indonesia Stock Exchange, who made assessment of listed companies in Indonesia. The results of the assessment showed the Company's score significantly increased by

Pejabat Perusahaan Penanggung Jawab

Keberlanjutan [POJK51-5.a] [102-20, 102-26, 102-29]

Segala hal yang berkaitan dengan penerapan keberlanjutan serta pengelolaan isu lingkungan, sosial, dan tata kelola (LST), dilaksanakan oleh Direksi secara kolektif. Berdasarkan pembagian tugas dan tanggung jawab Direksi, Ibu Titi Maria Rusli ditunjuk sebagai direktur yang bertanggung jawab menangani aspek hukum dan kepatuhan, serta pemantauan aspek pembangunan berkelanjutan di Perseroan. Uraian pembagian tugas Direktur yang lain, dapat dilihat pada Laporan Tahunan 2020 yang diterbitkan terpisah dari laporan ini, namun saling melengkapi.

Adapun tanggung jawab pelaksanaan CSR berada di bawah Departemen CSR yang melaporkan kinerjanya kepada Direksi. Departemen CSR mewakili Perseroan melakukan komunikasi dan konsultasi dengan pemangku kepentingan eksternal. [102-21]

Evaluasi Kinerja Tata Kelola Keberlanjutan

[POJK51-5.c] [102-28]

Kinerja Tata Kelola Keberlanjutan Perseroan telah dinilai oleh pihak internal maupun eksternal. Salah satu penilaian dilakukan menggunakan ASEAN Corporate Governance Scorecard (ACGS). Pada tahun 2019, penilaian ACGS Perseroan dilakukan oleh PT RSM Indonesia yang bekerja sama dengan Bursa Efek Indonesia untuk memberikan penilaian terhadap perusahaan tercatat di Indonesia. Hasil penilaiannya menunjukkan Perseroan memperoleh peningkatan skor secara signifikan, yaitu sebesar 20,73% menjadi

20.73% to 74.04 from 61.33 in the previous year. The score indicated that the Company already has good sustainability governance. The 2020 ACGS assessment results during this reporting period are not available yet.

Competency Development for Officer in Charge of Sustainability [POJK51-5.b][102-27]

EMTEK provides opportunities for the Board of Directors, Board of Commissioners, and officials in charge of sustainability to participate in education and training activities related to sustainability. During 2020, Mrs. Beverly Gunawan, as a Corporate Communication Head EMTEK has attended training: The ESG Imperative for Tech - Expert Perspective, POJK Seminar on Annual Report of Issuers or Public Companies (POJK No. 29/2016 & SEOJK No. 30/2016), and Materiality Testing as a Foundation to Define the Quality of Sustainability Report.

ESG Risk Management and Risk Management Implementation [201-2] [102-11]

The Company implements risk management to mitigate various business risks, both environmental, social and governance (ESG) risks. The Board of Directors formulates strategies for risk management, including risk avoidance, risk mitigation, and protection against some or all of the consequences of risks. The implementation of risk management is evaluated by the Internal Audit Unit and the Board of Commissioners represented by the Audit Committee.

ESG related risks are as follows:

1. Risks associated with macroeconomic uncertainty, which affect the management of environmental and social issues.
2. Risks associated with new Government's policies, which affect the corporate governance performance. In particular, with regard to the enactment of Law No.11 of 2020 concerning Job Creation or Omnibus Law, the Company has, among others, made adjustments to employment regulations and anticipation on terrestrial broadcasting television based on digital and analog switch off.
3. Risks associated with business competition, which affect the management of social issues and corporate governance.

74,04 dibandingkan tahun sebelumnya, yakni 61,33. Perolehan ini menunjukkan bahwa Perseroan telah memiliki tata kelola keberlanjutan yang baik. Pada periode diterbitkannya laporan ini, hasil penilaian ACGS di tahun 2020 masih belum tersedia.

Pengembangan Kompetensi Pejabat Penanggung Jawab Keberlanjutan [POJK51-5.b][102-27]

EMTEK memberikan kesempatan bagi Direksi, Dewan Komisaris, serta pejabat penanggung jawab keberlanjutan untuk mengikuti kegiatan pendidikan dan pelatihan terkait keberlanjutan. Selama tahun 2020, Ibu Beverly Gunawan, selaku Corporate Communication Head EMTEK telah mengikuti pelatihan: *The ESG Imperative for Tech - Expert Perspective*, Seminar POJK tentang Laporan Tahunan Emiten atau Perusahaan Publik (POJK No. 29/2016 & SEOJK No. 30/2016), dan *Materiality Testing as a Foundation to Define the Quality of Sustainability Report*.

Pengelolaan Risiko LST dan Penerapan Manajemen Risiko [201-2] [102-11]

Perseroan menjalankan manajemen risiko untuk memitigasi berbagai risiko usaha, baik lingkungan, sosial, maupun tata kelola (LST). Direksi merumuskan strategi yang terkait dengan manajemen risiko, antara lain penghindaran risiko, mitigasi risiko, dan perlindungan terhadap beberapa atau seluruh konsekuensi risiko. Evaluasi penerapan manajemen risiko dilakukan oleh Unit Audit Internal dan Dewan Komisaris yang diwakili Komite Audit.

Beberapa risiko terkait LST, antara lain:

1. Risiko yang berhubungan dengan ketidakpastian ekonomi makro yang berpengaruh pada pengelolaan kinerja lingkungan dan sosial.
2. Risiko yang berhubungan dengan kebijakan baru Pemerintah, yang berpengaruh pada kinerja tata kelola perusahaan. Terkait dengan pemberlakuan Undang-Undang (UU) No.11 Tahun 2020 tentang Cipta Kerja atau *Omnibus Law*, Perseroan telah melakukan, antara lain, penyesuaian peraturan ketenagakerjaan sertaantisipasi atas penyiaran televisi terrestrial berbasis digital dan penghentian analog.
3. Risiko yang berhubungan dengan persaingan usaha yang berpengaruh pada kinerja sosial dan tata kelola perusahaan.

4. Operational risks concerning environment, one of which is the flood which could affect Indosiar's broadcasting studio at Jalan Daan Mogot, West Jakarta. Flood mitigation effort has been undertaken. [POJK51-6.e.2]

4. Risiko operasional terkait lingkungan, salah satunya adalah dampak banjir yang dapat berpengaruh pada studio penyiaran Indosiar di Jalan Daan Mogot, Jakarta Barat. Mitigasi untuk mengantisipasi banjir telah dilakukan. [POJK51-6.e.2]

Code of Conduct, Anti-Corruption, and Whistleblowing

The Company has established Code of Conduct Policy that applies to the Board of Commissioners, the Board of Directors and all employees. The Policy on Code of Conduct requires that every individual in the EMTEK Group and all business activities that involving the Company should comply with applicable laws, regulations and provisions relating to the Company's business activities, as well as business standards.

Standar Perilaku, Antikorupsi, dan Pelaporan Pelanggaran

Perseroan telah menetapkan Kebijakan Standar Perilaku bagi Dewan Komisaris, Direksi, serta seluruh karyawan. Kebijakan Standar Perilaku mengharuskan setiap individu dalam Grup EMTEK dan semua kegiatan usaha yang melibatkan Perseroan patuh pada hukum yang berlaku, peraturan dan ketentuan yang berhubungan dengan kegiatan usaha Perseroan, serta standar pelaksanaan usaha.

The Company has Anti-Corruption, Bribery, and Illegal Contribution Policy, covering: [205-1]

- prohibition of all forms of corruption practices, kickbacks, bribery and/or gratuities.
- high integrity and zero tolerance for bribery and illegal donations.
- understanding that honesty and integrity of each individual are the keys in running a business, in addition to the need for accountability and supervision mechanism.

Perseroan memiliki Kebijakan Antikorupsi, Penyuapan, dan Sumbangan Ilegal, yang mencakup: [205-1]

- Larangan segala bentuk praktik korupsi, balas jasa, suap dan/atau gratifikasi.
- Adanya integritas yang tinggi dan tidak mentolerir sama sekali adanya penyuapan dan sumbangan ilegal.
- Pemahaman bahwa kejujuran dan integritas setiap individu menjadi kunci utama dalam menjalankan usaha, di samping perlunya mekanisme pertanggungjawaban dan pengawasan.

The Company has an internal whistleblowing system (WBS) carried out by the Company's organs, as well as employees through the Human Resources Development (HRD) Division. The identity of the whistleblower will be kept confidential to protect them from all forms of threats and harassment.

Perseroan memiliki mekanisme pelaporan pelanggaran internal (*whistleblowing system* atau WBS), yang dilakukan organ Perseroan maupun karyawan, melalui Divisi Human Resources Department (HRD). Identitas pelapor akan dirahasiakan untuk melindungi mereka dari segala bentuk ancaman dan gangguan.

Stakeholder Engagement

One form of implementing sustainable governance is the stakeholder engagement. The stakeholders are identified based on the form of relationships that are built with the parties that can affect or be affected by each other. [102-42]

Pelibatan Pemangku Kepentingan

Salah satu bentuk pelaksanaan tata kelola keberlanjutan adalah pelibatan pemangku kepentingan. Identifikasi pemangku kepentingan dilakukan berdasarkan bentuk relasi yang terbangun dengan pihak-pihak yang saling memengaruhi. [102-42]

Stakeholders Engagement [POJK51-5.d.1][POJK51-5.d.2] [102-40, 102-43, 102-44]
Pelibatan Pemangku Kepentingan

Internal Stakeholders
Pemangku Kepentingan Internal



Shareholders
Pemegang Saham

Topik | Topic

Company performance and business development
Kinerja Perseroan dan pengembangan usaha

Engagement Method and Frequency of Approach

- General Meeting of Shareholders (GMS).
- Correspondence via mail or announcements through the mass media, as needed.
- Public expose and information disclosure on the Company's website and the Indonesia Stock Exchange.

Metode Pelibatan dan Frekuensi Pendekatan

- Rapat Umum Pemegang Saham (RUPS).
- Korespondensi melalui surat-menyurat atau pengumuman melalui media massa, sesuai kebutuhan.
- *Public expose* dan keterbukaan informasi di situs web Perseroan dan Bursa Efek Indonesia.



Employees
Karyawan

Topik | Topic

Protection of employment relations; welfare fulfillment; as well as competency and career development
Perlindungan hubungan ketenagakerjaan; pemenuhan kesejahteraan; serta pengembangan kompetensi dan karir

Engagement Method and Frequency of Approach

- Regular meetings between management and employees' representatives, as needed.
- Preparation and renewal of Company Regulation every two years before lodgment and ratification by the Ministry of Manpower of Republic of Indonesia.
- Training, performance assessment, and promotion, as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Pertemuan berkala antara manajemen dengan perwakilan pekerja, sesuai kebutuhan.
- Penyusunan dan pembaharuan Peraturan Perusahaan setiap dua tahun sebelum dilaporkan dan diratifikasi oleh Kementerian Tenaga Kerja Republik Indonesia.
- Pelatihan, penilaian kinerja, dan promosi jabatan, sesuai kebutuhan.

External Stakeholders
Pemangku Kepentingan Eksternal



Government/Regulator
Pemerintah/Regulator

Topik | Topic

Compliance with other laws, and regular coordination regarding the Company's activities
Kepatuhan terhadap hukum lainnya, dan koordinasi rutin mengenai kegiatan Perseroan

Engagement Method and Frequency of Approach

- Meetings with regulators/ authorities, as needed.
- Reporting on the activities and performance of the Company, submitted periodically as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Pertemuan dengan regulator/ otoritas, sesuai kebutuhan.
- Pelaporan kegiatan dan kinerja Perseroan, disampaikan berkala sesuai kebutuhan.



Investor

Topik | Topic

Company Performance
Kinerja Perseroan

Engagement Method and Frequency of Approach

- Delivery of information, including financial report, disclosure of information on transaction that can affect shares prices, affiliated party transaction, material transaction and other related information, as well as public expose, are carried out periodically as needed.
- Meetings with investors, held periodically as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Penyampaian informasi termasuk laporan keuangan, keterbukaan informasi atas transaksi yang dapat memengaruhi harga saham, transaksi pihak terafiliasim transaksi material dan informasi terkait, serta *public expose*, dilaksanakan berkala sesuai kebutuhan.
- Pertemuan dengan investor, dilaksanakan berkala sesuai kebutuhan.



Viewers/ Customers Pemirsa/ Pelanggan

Topik | Topic

Broadcasting program
and content services
Layanan program dan
konten penyiaran

Engagement Method and Frequency of Approach

- Information and promotion through websites, social media, advertisements and promotions.
- Customer satisfaction surveys.

Metode Pelibatan dan Frekuensi Pendekatan

- Informasi dan promosi melalui *website*, media sosial, iklan dan promosi.
- Survei kepuasan pelanggan.



Advertising Agencies Agensi Iklan

Topik | Topic

Company Performance
Kinerja Perseroan

Engagement Method and Frequency of Approach

- Delivery of information, including public expose, is carried out periodically as needed.
- Meetings with advertising agencies, held periodically as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Penyampaian informasi termasuk *public expose*, dilaksanakan berkala sesuai kebutuhan.
- Pertemuan dengan agensi iklan, dilaksanakan berkala sesuai kebutuhan.



Performers Pengisi Acara

Topik | Topic

Transparency of work
contracts and their
implementation
Transparansi kontrak kerja
dan pelaksanaannya

Engagement Method and Frequency of Approach

- Information on production cooperation and regular meetings, carried out as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Informasi kerja sama produksi dan pertemuan berkala, dilaksanakan sesuai dengan kebutuhan.



Suppliers Pemasok

Topik | Topic

Transparency of tenders,
work contracts and their
implementation
Transparansi *tender*,
kontrak kerja, dan
pelaksanaannya

Engagement Method and Frequency of Approach

- Information on tenders and work contracts as the basis for the implementation of work, as needed.
- Regular meetings with suppliers, as needed.

Metode Pelibatan dan Frekuensi Pendekatan

- Informasi tender dan kontrak kerja sebagai dasar pelaksanaan kerja, dilaksanakan sesuai dengan kebutuhan.
- Pertemuan berkala dengan pemasok, dilaksanakan sesuai dengan kebutuhan.



Opportunities, Challenges and Obstacles of Sustainability [POJK51-5.e] [102-15]

The Company is aware of the future challenges in managing opportunities in the dynamics of change and the aftermath of COVID-19 pandemic. One of these challenges is the implementation of Analog Switch Off (ASO) television broadcasting in November 2022 and the transition to digital television as the implementation of the Law on Job Creation No. 11/2020 (Omnibus Law). Another challenge comes from the fierce competition for content providers in application platform over-the-top (OTT) in line with the increasing supply of services from foreign OTT provider that can enter Indonesian market share with seamless technology. This situation requires us to produce good original contents to keep our customers and viewers' satisfaction.

Likewise, challenges in the digital e-money, e-wallet, and e-commerce business have prompted us to adapt quickly to the users' demands. In the online news platform business, we strive in the ability to maintain the Liputan6.com brand, and other platforms we operate, as a reliable news source by implementing fact checks on the news being published.

The Company is also expected to be able to manage ESG performance, along with extreme climate change issues. Meanwhile, sustainability performance is also a challenge in itself, especially in creating a balance between economic, environmental and social aspects. Understanding and awareness in applying the sustainability principles will continue to be the concern of the Company, especially in managing ESG performance.

Peluang, Tantangan, dan Kendala Keberlanjutan [POJK51-5.e] [102-15]

Perseroan menyadari besarnya tantangan ke depan untuk mengelola peluang yang terjadi dalam dinamika perubahan dan setelah adanya pandemi COVID-19. Salah satu tantangan ini adalah pemberlakuan *Analog Switch Off* (ASO) penyiaran televisi pada November 2022 dan peralihan kepada televisi digital sebagai amanat pemberlakuan UU Cipta Kerja No. 11/2020 (*Omnibus Law*). Tantangan lain berasal dari persaingan ketat para penyedia konten pada *platform* aplikasi *over-the-top* (OTT), seiring dengan meningkatnya suplai layanan dari OTT asing yang merambah pangsa pasar Indonesia dengan kemudahan teknologi. Kondisi ini menuntut kami untuk memproduksi konten-konten acara orisinal yang bagus untuk menjaga kepuasan para pelanggan dan pemirsa kami.

Demikian pula tantangan pada bisnis digital uang elektronik, dompet elektronik, serta perdagangan daring yang mendorong kami untuk beradaptasi dengan cepat terhadap tuntutan pengguna jasa. Pada bisnis *online news platform*, kami berupaya untuk terus menjaga *brand* Liputan6.com, serta *platform* berita lainnya yang kami operasikan, sebagai sumber berita terpercaya dengan menerapkan pemeriksaan fakta yang diberitakan.

Perseroan juga diharapkan mampu mengelola kinerja LST, seiring dengan maraknya isu perubahan iklim ekstrem. Adapun kinerja keberlanjutan juga menjadi tantangan tersendiri, terutama dalam menciptakan keseimbangan antara aspek ekonomi, lingkungan, dan sosial. Selain itu, pemahaman dan kesadaran dalam menerapkan prinsip keberlanjutan akan terus menjadi perhatian Perseroan, terutama dalam mengelola kinerja LST.



Economic Performance

Kinerja Ekonomi

The COVID-19 pandemic as well as the national and global economic slowdown were the main factors affecting the economic performance during 2020. However, the Company remained committed to allocate a portion of its Operating Revenues to stakeholders and carrying out corporate social responsibility (CSR) activities.

Pandemi COVID-19 dan melambatnya ekonomi nasional maupun global, menjadi faktor utama yang memengaruhi kinerja ekonomi selama tahun 2020. Meski demikian, Perseroan tetap berkomitmen mengalokasikan sebagian Pendapatan Usaha kepada para pemangku kepentingan, dan menjalankan kegiatan tanggung jawab sosial perusahaan (CSR).

Management Approach [103-1, 103-2, 103-3]

Economic performance has become a material topic as a foundation for the Company in managing its business performance. Realized Operating Revenues in 2020 reached IDR11,936 billion or increased by 8.22% from IDR11,030 billion in 2019. In order to maintain economic performance, the Company has implemented strategic changes to maximize revenue, control program and operational costs. The economic performance is part of the Board of Directors' responsibility together with the management, under the supervision of the Board of Commissioners, and report it to shareholders and investors through the stock exchange authority's website.

Pendekatan Manajemen [103-1, 103-2, 103-3]

Kinerja ekonomi menjadi topik material sebagai dasar bagi Perseroan dalam mengelola kinerja usahanya. Realisasi Pendapatan Usaha pada tahun 2020 mencapai Rp11.936 miliar atau meningkat 8,22% dibanding tahun 2019 sebesar Rp11.030 miliar. Untuk menjaga kinerja ekonomi, Perseroan menerapkan perubahan strategi agar dapat memaksimalkan pendapatan, dan mengendalikan biaya program serta operasional. Kinerja ekonomi dijalankan Direksi bersama manajemen, dengan pengawasan Dewan Komisaris, dan dilaporkan kepada pemegang saham, serta investor melalui situs web otoritas bursa saham.

The prolonged COVID-19 pandemic and its impact on the national economic slowdown, has caused decrease in advertising spending, thus affecting operating revenue. EMTEK responded to this condition by making a strategic move by investing in the digital business.

Berlarutnya pandemi COVID-19 dan pengaruhnya pada perlambatan ekonomi nasional, menyebabkan menurunnya belanja iklan, sehingga memengaruhi Pendapatan Usaha. Kondisi ini disikapi EMTEK dengan langkah strategis dengan melakukan investasi di bisnis digital.

This strategy was in line with the need for information and entertainment for people who tended to do their activities digitally, as an adaptation to the new normal due to the COVID-19 pandemic. With various changes and innovations throughout 2020, the performance of the information technology solution business has increased significantly.

Comparison of Target and Performance Realization [POJK51-6.b.1]

In 2020, the consolidated net revenue reached IDR11,936 billion, or an increase of 8.22% from 2019 which was at IDR11,030 billion. The largest contribution to revenue was solution and media division. In addition, at the end of 2020 EMTEK Group expanded its business by acquiring new hospitals.

EMTEK Group experienced an increase in cost of revenue by 9.35% or IDR773 billion from the previous year, along with growth in revenue. Despite a slight decrease in margins, EMTEK Group managed to record an increase in gross profit for the fiscal year 2020 of IDR133 billion or 4.8% compared to 2019.

EMTEK Group made an effort to reduce its operating expenses during COVID-19 pandemic in 2020. This effort successfully reduced the general and administrative expenses by IDR203 billion compared to the previous year. In 2020, the gain on foreign exchange went up by IDR197 billion compared to 2019.

By the end of December 31, 2020, EMTEK Group posted IDR1,717 billion profit for the year, went up by 173.3% or IDR4,060 billion compared to IDR2,343 billion loss by the end of December 31, 2019. This growth was mainly due to operating profit that went up by IDR578 billion, net gain on investments that grew by IDR302 billion, gain on revaluation of investment amounting to IDR1,592 billion, and share of loss from associated entities that went down by IDR163 billion compared to the previous period.

Strategi ini sejalan dengan adanya kebutuhan informasi dan hiburan bagi masyarakat yang lebih banyak melakukan aktivitasnya secara digital, sebagai penyesuaian terhadap kebiasaan baru karena pandemi COVID-19. Seiring dengan berbagai perubahan dan inovasi, sepanjang tahun 2020, kinerja bidang usaha solusi teknologi informasi mengalami peningkatan cukup signifikan.

Perbandingan Target dan Realisasi Kinerja [POJK51-6.b.1]

Di tahun 2020, pendapatan bersih konsolidasi mencapai Rp11.936 miliar atau meningkat 8,22% dibanding tahun 2019 sebesar Rp11.030 miliar. Kontribusi pendapatan terbesar berasal dari divisi solusi dan media. Selain itu, pada akhir tahun 2020, Grup EMTEK melakukan ekspansi bisnisnya dengan melakukan akuisisi beberapa rumah sakit baru.

Grup EMTEK mengalami kenaikan beban pokok pendapatan sebesar 9,35% atau Rp773 miliar dibandingkan tahun lalu, seiring dengan kenaikan pendapatan. Meskipun terdapat sedikit penurunan margin, Grup EMTEK berhasil mencatat kenaikan laba kotor untuk tahun buku 2020 sebesar Rp133 miliar atau 4,8% dibandingkan tahun 2019.

Grup EMTEK berupaya melakukan penghematan beban usaha semasa pandemi COVID-19 di tahun 2020. Upaya ini berhasil mengurangi beban umum dan administrasi sebesar Rp203 miliar dibandingkan tahun sebelumnya. Pada tahun 2020, laba selisih kurs neto meningkat sebesar Rp197 miliar dibandingkan dengan tahun 2019.

Pada akhir 31 Desember 2020, Grup EMTEK membukukan laba bersih sebesar Rp1.717 miliar, meningkat sebesar 173,3% atau Rp4.060 miliar dibandingkan tahun sebelumnya yang pada akhir 31 Desember 2019 mencatatkan kerugian sebesar Rp2.343 miliar. Peningkatan ini terutama disebabkan oleh kenaikan laba usaha Rp578 miliar, laba atas investasi Rp302 miliar, laba atas revaluasi investasi Rp1.592 miliar, dan penurunan bagian rugi dari entitas asosiasi Rp163 miliar dibanding periode sebelumnya.

Realized Financial Performance (in million Rupiah)

Realisasi Kinerja Keuangan (dalam juta Rupiah)

Achievement Pencapaian	2020	2019	2018
	Realization Realisasi	Realization Realisasi	Realization Realisasi
Net Revenues Pendapatan	11.936.382	11.030.045	8.959.711
Gross Profit Laba Kotor	2.893.309	2.760.018	2.834.590
Net Income/Loss Laba (Rugi) Tahun Berjalan	1.717.376	(2.343.106)	(2.305.537)

Direct and Distributed Economic Value (in billion Rupiah) [201-1]

Nilai Ekonomi Langsung dan Didistribusikan (dalam miliar Rupiah)

Achievement Pencapaian	2020	2019	2018
	Realization Realisasi	Realization Realisasi	Realization Realisasi
Direct Economic Value Generated and Distributed Nilai Ekonomi Langsung Diterima			
I Gross Profit Laba Kotor	11.936	11.030	8.960
Total Direct Economic Value Generated Jumlah Nilai Ekonomi Langsung yang Diterima	11.936	11.030	8.960
Direct Economic Value Distributed Nilai Ekonomi Langsung Didistribusikan			
I Cost of Revenue (excl. Employee Wages and Benefits) Biaya Pendapatan (kecuali Upah dan Tunjangan Karyawan)	(8.836)	(8.059)	(5.937)
II Operating Expenses (excl. Employee Wages and Benefits) Beban Operasional (kecuali Upah dan Tunjangan Karyawan)	(736)	(1.894)	(1.649)
III Employee Wages and Benefits Upah dan Tunjangan Karyawan	(1.139)	(1.264)	(1.483)
IV Payments to Providers of Capital Pembayaran kepada Penyedia Modal	(55)	(360)	(490)
V Payments to Government (Tax) Pembayaran kepada Pemerintah (Pajak)	(346)	(267)	(368)
VI Community Investments Investasi Komunitas	(9)	(4)	(4)
Total Direct Economic Value Distributed Jumlah Nilai Ekonomi Langsung Didistribusikan	(11.121)	(11.847)	(9.931)
Direct Economic Value Retained Nilai Ekonomi Langsung yang Ditahan	815	(817)	(971)



Technology for All

Teknologi untuk Semua

Management Approach [103-1, 103-2, 103-3]

Technology is the basis for the Company in delivering service products and contents to reach more people across the regions in Indonesia. Thus, information about technology is important to be delivered to stakeholders as a material topic.

Pendekatan Manajemen [103-1, 103-2, 103-3]

Teknologi menjadi dasar bagi Perseroan dalam menghadirkan produk layanan dan konten sehingga bisa menjangkau lebih banyak masyarakat di seluruh Indonesia. Dengan demikian, informasi terkait teknologi ini penting untuk disampaikan kepada pemangku kepentingan sebagai topik material.

Technology for Broadcasting

We strive to increase broadcast coverage to all parts of Indonesia, through our subsidiary, PT Tangara Mitrakom's cooperation with Telkom's as a satellite service provider. In the long term, this cooperation is expected to be able to provide comprehensive broadcasting services for the people of Indonesia.

With this cooperation, EMTEK will use Telkom's satellite transmitter responder (transponder) services to support its business activities, including SCTV, Indosiar and O Channel broadcasts across Indonesia, as well as support pay TV broadcasting, NEX Parabola and the VSAT business. The satellites are used to reach various regions in the Indonesian archipelago.

Teknologi untuk Mendukung Penyiaran

Kami terus berupaya meningkatkan jangkauan penyiaran ke seluruh wilayah Indonesia, melalui kerja sama anak perusahaan kami, yakni PT Tangara Mitrakom, dengan Telkom sebagai penyedia layanan satelit. Dalam jangka panjang, kerja sama ini diharapkan akan mampu memberikan layanan penyiaran yang komprehensif bagi masyarakat Indonesia.

Dengan kerja sama ini, EMTEK akan menggunakan jasa *transmitter responder* (transponder) satelit Telkom untuk mendukung kegiatan bisnis, termasuk siaran SCTV, Indosiar, dan O Channel di seluruh Indonesia, serta mendukung penyiaran TV berbayar, yaitu NEX Parabola maupun bisnis VSAT. Pemanfaatan satelit digunakan untuk menjangkau berbagai wilayah di Indonesia yang berbentuk kepulauan.



We are also realizing our support to the Government's policy on Analog Switch Off (ASO) and the migration from analog to digital TV. In early 2021, O Channel TV Station officially migrated to digital television. In line with the migration, we made changes to the segmentation and tagline of OChannel TV into "Inspirasi Semangatmu!" (Inspire your Spirit). O Channel TV now presents a fresh and younger look and programs, as well as focus on sports programs.

Kami juga merealisasikan dukungan pada kebijakan Pemerintah terkait *Analog Switch Off* (ASO) dan migrasi TV analog ke digital. Pada awal tahun 2021, Stasiun O Channel TV resmi migrasi menjadi televisi digital. Selaras dengan migrasi, kami melakukan perubahan segmentasi dan *tagline* O Channel TV yang mengangkat "Inspirasi Semangatmu!". O Channel TV kini hadir menyajikan tampilan dan program-program yang "fresh" dan lebih muda, serta fokus kepada dunia olahraga.

Technology for Broadcasting

Through *Bukalapak* (e-commerce platform), the Company collaborates with micro, small, and medium enterprises (MSMEs) by organizing the partnership program *Mitra Bukalapak*. This program aims to empower stalls or MSMEs to be more connected to digital technology. By becoming partners, stalls and MSMEs can level up because they are more connected to the market and access to finance through the application features that are being provided.

Bukalapak keeps innovating and introducing a number of virtual product transaction service features that meet people's needs, including *Arrum Haji*, *Tabungan Emas* (Gold Saving), *Jutawan* (Millionaire), *Bayar Tempo*, E-Money Top Up, and Cash Deposit features. Until the end of 2020, *Mitra Bukalapak* not only reach people in big cities, but also in 477 secondary cities and regencies across Indonesia. The technological development of *Mitra Bukalapak*, with its 7 million members in 2020, is expected to boost the financial inclusion expansion to remote areas of the country.

EMTEK has also supported e-commerce growth by providing live streaming for seminar entitled "Inspirato Sharing Session" aimed at the general public. The themes of the seminars that have been held during 2020 include "The Role of E-commerce in Creating a Safe Online Shopping Experience" and "Tips for Safe Online Shopping Amidst the Rise of Personal Data Theft". These events invited experienced speakers, such as the CEO of *Bukalapak* and the Director of Digital Economy Protection of National Cyber and Crypto Agency.

Teknologi Untuk Mendukung UMKM

Melalui *Bukalapak* (*platform* perdagangan daring), Perseroan melakukan kerja sama dengan pelaku usaha mikro, kecil, dan menengah (UMKM), dengan menyelenggarakan Program *Mitra Bukalapak*. Program ini bertujuan memberdayakan warung atau pelaku UMKM agar semakin terhubung dengan teknologi digital. Dengan menjadi mitra, warung dan pelaku UMKM dapat naik kelas karena semakin terhubung dengan pasar maupun akses pembiayaan melalui fitur-fitur aplikasi yang disediakan.

Bukalapak terus berinovasi dan memperkenalkan sejumlah fitur layanan transaksi produk virtual yang sesuai dengan kebutuhan masyarakat, di antaranya fitur *Arrum Haji*, *Tabungan Emas*, *Jutawan*, *Bayar Tempo*, *Top Up E-Money*, serta *Setor Tunai*. Sampai dengan akhir tahun 2020, *Mitra Bukalapak* tidak hanya menjangkau masyarakat di kota besar, tetapi juga berada di 477 kota dan kabupaten di seluruh Indonesia. Perkembangan teknologi *Mitra Bukalapak*, dengan jumlah anggota mencapai 7 juta di tahun 2020, diharapkan dapat mendorong perluasan inklusi keuangan hingga ke pelosok negeri.

Dukungan pada pengembangan perdagangan secara daring juga dilakukan EMTEK dengan menyediakan layanan *live streaming* seminar bertajuk "Inspirato Sharing Session" yang ditujukan kepada masyarakat umum. Tema seminar yang telah diselenggarakan selama tahun 2020, di antaranya "Peran *E-commerce* Menciptakan Pengalaman Belanja *Online* yang Aman" dan "Tips Aman Belanja *Online* di Tengah Maraknya Pencurian Data Pribadi". Acara ini mengundang narasumber yang berpengalaman, seperti CEO *Bukalapak* hingga Direktur Proteksi Ekonomi Digital Badan Siber dan Sandi Negara (BSSN).



Technology for Financial Inclusion [POJK51-6.c.3.a] [203-2]

The Company also promotes financial inclusion in Indonesia and expands access to finance for communities, that still do not have access to banking service, with *DANA*, a digital e-money and e-wallet company under EMTEK. One of the programs is *DANA Bisnis* for MSMEs to join in digital transformation. *DANA Bisnis* is designed to help small and micro business owners gain a lot more customers through enabling digital payments.

Teknologi untuk Mendukung Inklusi Keuangan [POJK51-6.c.3.a] [203-2]

Perseroan juga mendorong inklusi finansial di Indonesia dan memperluas akses keuangan untuk masyarakat, yang belum memiliki akses ke perbankan, dengan *DANA*, perusahaan digital uang elektronik dan dompet elektronik di bawah EMTEK. Salah satu programnya adalah *DANA Bisnis* yang merangkul UMKM untuk bergabung dalam transformasi digital. *DANA Bisnis* ini didesain untuk membantu pemilik usaha kecil dan mikro dalam memperoleh pelanggan yang lebih banyak melalui pembayaran digital.



DANA Bisnis has many advantages. Apart from free registration, *DANA Bisnis* can accept all digital payments, instant cash withdrawals, easy to monitor, and non-physical contact transaction. In addition to being accommodated and accelerated by *DANA Bisnis*, the MSMEs will also be “assisted” and “promoted”. This assistance is provided through certified educational videos and MSME promotions through the “nearby” feature in the *DANA* application.

Pension Fund

In the applicable pension plan, the employee benefit liabilities are calculated based on the minimum requirements of Manpower Law No.13/2003. The employee benefit liabilities as of December 31, 2020 which was recognized in the consolidated statement of financial position was determined through assumed actuarial calculation by independent actuaries. The calculation was based on the basic actuarial assumptions, including discount rate, annual salary increase rate, annual employee turnover rate, disability rate, retirement age and mortality rate.

With the assumption that the calculation of benefit payments was based on pension funds, as of December 31, 2020, the allocated funds reached IDR356 billion. The amount was a decrease from IDR362 billion in 2019. During the reporting period the Company has paid IDR57 billion of liabilities to retired employees. [201-3]

DANA Bisnis memiliki banyak manfaat. Selain gratis pendaftaran, *DANA Bisnis* dapat menerima semua pembayaran digital, melakukan penarikan uang, mudah dipantau, dan bertransaksi tanpa kontak fisik. Selain diakomodasi dan diakselerasi oleh *DANA Bisnis*, UMKM juga akan “didampingi” dan “dipromosikan” oleh *DANA*. Pendampingan ini dilakukan melalui video edukasi bersertifikat dan promosi UMKM melalui fitur “nearby” (di dekat saya) di aplikasi *DANA*.

Dana Pensiun

Dalam program pensiun yang berlaku, liabilitas imbalan kerja atas karyawan dihitung berdasarkan persyaratan minimum Undang-Undang Ketenagakerjaan No.13/2003. Liabilitas imbalan kerja karyawan pada 31 Desember 2020 yang diakui dalam laporan posisi keuangan konsolidasian ditentukan melalui perhitungan aktuarial yang dilakukan oleh aktuaris independen. Perhitungan dilakukan berdasarkan asumsi dasar aktuarial adalah tingkat diskonto, tingkat kenaikan gaji tahunan, tingkat pengunduran diri karyawan tahunan, tingkat kecacatan, umur pensiun, dan tingkat kematian.

Dengan asumsi perhitungan pembayaran manfaat berdasarkan dana pensiun, maka per 31 Desember 2020 dana yang dialokasikan mencapai Rp356 miliar. Jumlah ini turun dibanding tahun 2019 yang sebesar Rp362 miliar. Selama periode pelaporan Perseroan telah membayarkan kewajiban kepada para karyawan yang pensiun, yakni sebesar Rp57 miliar. [201-3]



Environmental Performance

Kinerja Lingkungan

In accordance with its line of business, the Company does not directly affect and have an impact on the environment. However, EMTEK and its subsidiaries remain committed to providing support for preservation of the environment, including reducing the negative impacts of climate change. [POJK51-6.e.2]

Sesuai dengan bidang usaha yang dijalankan, Perseroan tidak secara langsung memengaruhi dan memberikan dampak terhadap lingkungan. Meski demikian, EMTEK bersama entitas anak perusahaannya tetap berkomitmen memberikan dukungan pada pelestarian lingkungan, termasuk mengurangi dampak negatif akibat perubahan iklim. [POJK51-6.e.2]

One of the causes of extreme climate change is the increase in the concentration of greenhouse gas (GHG) emissions in the atmosphere, which is partly due to the presence of carbon dioxide (CO₂). The carbon dioxide is generated, among others, from energy consumption. Therefore, EMTEK attempts to use energy more efficiently by saving electricity. [POJK51-6.d.3.b]

Electricity usage is calculated and converted into tons CO₂eq which is regularly monitored. The calculation showed that the energy use in power units (MW) and GHG emissions (tons CO₂eq) generated by EMTEK were relatively small, because as the parent company, it did not consume energy as much as its subsidiaries.

Salah satu penyebab perubahan iklim yang ekstrem adalah meningkatkannya konsentrasi emisi gas rumah kaca (GRK) di lapisan atmosfer yang di antaranya disebabkan adanya karbon dioksida (CO₂). Karbon dioksida ini salah satunya berasal dari pemakaian energi. Untuk itu, EMTEK berupaya untuk menggunakan energi dengan lebih efisien melalui penghematan listrik. [POJK51-6.d.3.b]

Penggunaan listrik dihitung dan dikonversi ke dalam ton CO₂eq yang dipantau penggunaannya secara berkala. Perhitungan menunjukkan bahwa penggunaan energi dalam satuan daya (MW) dan emisi GRK (ton CO₂eq) yang dihasilkan oleh EMTEK relatif kecil karena sebagai induk perusahaan, EMTEK tidak banyak menggunakan energi, dibandingkan dengan konsumsi energi anak-anak perusahaan.

Electricity Consumption and Emissions Generated [POJK51-6.d.3.a][POJK51-6.e.4.a]
 Penggunaan Listrik dan Emisi yang Dihasilkan

Year Tahun	Electricity Consumption (MW) Listrik yang Digunakan (MW)	Emissions Generated (tCO ₂ eq) Emisi yang Dihasilkan (tCO ₂ eq)
2020	27,64	24,24
2019	28,78	25,17
2018	28,09	24,63



Reference of FSA Regulation POJK 51/2017

Referensi POJK 51/2017

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6.c.2.b	Persentase remunerasi karyawan tetap di tingkat terendah terhadap upah minimum regional Percentage of permanent employee remuneration at the lowest level against the regional minimum wage		18
6.c.2.c	Lingkungan bekerja yang layak dan aman Safe and suitable working environment		19-20
6.c.2.d	Pelatihan dan pengembangan kemampuan pegawai Training and capacity building for employee		22
6.c.3	Masyarakat, paling sedikit memuat: Community, at least contains:		27, 28, 51
6.c.3.a	Informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat sekitar termasuk literasi dan inklusi keuangan; Information on activities or operational areas that give positive and negative impacts to the surrounding community, including financial literacy and inclusion;		51
6.c.3.b	Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti The mechanism and number of public complaints received and acted upon		27
6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities		28
6.d	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik, paling sedikit memuat: Environmental performance of LJK, Issuers, Public Company, at least contains:		32, 54
6.d.1	Biaya lingkungan hidup yang dikeluarkan Environmental costs incurred		32
6.d.2	Penggunaan material yang ramah lingkungan Use of environmentally friendly materials		-
6.d.3	Penggunaan energi paling sedikit memuat: Energy uses, at least contains:		
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	b) upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan Work and achievement to use energy efficiently, including renewable energy resources		54
6.e	Kinerja Lingkungan Hidup bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup paling sedikit memuat: Environmental performance of LJK, Issuers, Public Company that it's business process related to the environment, at least contains:		32, 41, 53-54
6.e.1	Kinerja sebagaimana dimaksud dalam huruf d Performance as meant in letter d		32, 54
6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup Activities or operational areas that have an impact to the surrounding environment		42, 53
6.e.3	Keanekaragaman hayati, paling sedikit memuat: Biodiversity, at least contains:		-
6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi Impacts of operational areas that are near or in conservation area		-
6.e.3.b	Upaya konservasi keanekaragaman hayati Efforts to conserve biodiversity		-
6.e.4	Emisi, paling sedikit memuat: Emission, at least contains:		54
6.e.4.a	Jumlah dan intensitas emisi yang dihasilkan berdasarkan jenisnya Total and intensity of emission produced, based on its type		54

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6.e.5	Limbah dan efluen, paling sedikit memuat: Waste and effluent, at least contains:	-
6.e.5.a	Limbah dan efluen yang dihasilkan berdasarkan jenis Wastes and effluent produced, based on its type	-
6.e.5.b	Mekanisme pengelolaan limbah dan efluen Mechanism of waste and effluent management	-
6.e.5.c	Tumpahan yang terjadi (jika ada) Spilling, if any	-
6.e.6	Jumlah dan materi pengaduan lingkungan hidup yang diterima dan diselesaikan The number and topic of environmental complaints received and resolved	-
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6.f.2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya The number and percentage of products and services that the safety have been evaluated	-
6.f.3	Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau jasa Positive and negative impacts arising from products and/or services	26
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Feedback Form

Lembar Umpan Balik

Laporan Keberlanjutan 2020 PT Elang Mahkota Teknologi Tbk (EMTEK) telah memberikan gambaran kinerja keberlanjutan perusahaan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara sekalian atas Laporan Keberlanjutan ini melalui *e-mail* atau formulir ini.

The 2020 Sustainability Report of PT Elang Mahkota Teknologi Tbk provides an overview of our sustainability performance. We are looking forward to receiving any inputs from you on this Sustainability Report by e-mail.

Profil Anda | Your profile

Nama (bila berkenan) | Name (if you please) :
Institusi/Perusahaan | Institution/Company :
Surel | E-mail :

Anda termasuk dalam golongan pemangku kepentingan:

You are belong to the stakeholders group of:

- | | | |
|---|--|---|
| ☐ Pemegang Saham
Stakeholder | ☐ Pemerintah/Regulator
Government/Regulators | ☐ Pegawai
Employee |
| ☐ Karyawan
Employee | ☐ Investor | ☐ Pemirsa/Pelanggan
Viewers/Customers |
| ☐ Agensi Iklan
Advertising Agencies | ☐ Pengisi Acara
Performers | ☐ Pemasok
Suppliers |

Mohon pilih jawaban yang paling sesuai:

Please choose the most appropriate answer:

- Laporan ini mudah dimengerti:
The report is comprehensible:
☐ Tidak setuju | Disagree ☐ Netral | Neutral ☐ Setuju | Agree
- Laporan ini sudah menggambarkan informasi aspek material yang sesuai dengan kegiatan usaha Perusahaan
The report describes the Company's relevant material topics according to its business:
☐ Tidak setuju | Disagree ☐ Netral | Neutral ☐ Setuju | Agree
- Mohon berikan penilaian untuk topik material yang paling penting menurut anda
(nilai 1 = paling tidak penting s/d 5= paling penting)
Please give the scores to material topics which you consider as important
(score 1 = least important to 5 = most important)
 - Kinerja Ekonomi | Economic Performance ()
 - Teknologi | Supply Chain ()
 - Kesehatan dan Keselamatan Kerja (K3) | Occupational Health and Safety (OHS) ()
 - Pendidikan dan Pelatihan | Education and Training ()
 - Perilaku Kompetitif | Competitive Behavior ()
 - Etika Media | Media Ethics ()
- Saran atau informasi terkait Laporan:
Other suggestions or information related to the Report:
.....
.....
.....

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim kepada kontak yang tertera di laporan ini:

Thank you for your feedback. Please kindly send this feedback form to the contact of this report below:

BEVERLY GUNAWAN

Corporate Communication Head EMTEK

Surel | E-mail : beverly.gunawan@emtek.co.id
corsec@emtek.co.id

Alamat | Address : PT Elang Mahkota Teknologi Tbk
SCTV Tower, Senayan City 18th Floor
Jl. Asia Afrika Lot. 19, Jakarta 10270, Indonesia



2020

Sustainability Report

Laporan Keberlanjutan

SCTV Tower, 18th Floor, Senayan City
Jl. Asia Afrika Lot 19
Jakarta 10270, Indonesia
Tel: +62 21 7278 2066
Fax: +62 21 7278 2194
www.emtek.co.id

PT Elang Mahkota Teknologi Tbk