



Whistle Blowing System Policy

PT Prodia Widyahusada Tbk

Rev: 01

December 2023

Whistle Blowing System

PT Prodia Widyahusada Tbk ("the Company") has a Whistleblowing Policy or Violation Reporting System (Whistle Blower System/WBS) to enhance the effectiveness of implementing control systems and compliance with orderly, clean corporate governance, and unaffected by any party based on the principles of Good Corporate Governance (GCG). Additionally, the WBS also encourages and raises awareness among Insan Prodia to report fraudulent actions or violations of the law, company regulations, code of ethics, and conflicts of interest that occur in the Company without fear or worry.

Whistle Blowing Policy:

1. Reports can be submitted via email to whistleblower@prodia.co.id, the Company will ensure the confidentiality of the reporter's identity.
2. Complaints must be made in good faith and not based on personal grievances or malicious intentions/slander.
3. Complaints must include the following information:
 - a. Reporter's identity (name or anonymous if allowed)
 - b. Contactable phone number/email address.
 - c. Substantiated initial indications.
4. The WBS Team and the Investigation Team must follow up on the received reports clearly and submit them to the Reported Superior through a disposition to take appropriate action in accordance with the Company's regulations and/or applicable laws.
5. For matters related to criminal actions, the WBS Team is authorized to decide on resolving the report through legal channels outside the company.
6. The WBS Team is obligated to keep confidential the identity and all confidential information reported by the whistleblower and will provide protection for the whistleblower to avoid intimidation, extortion, and violence from the reported party, group, or legal entity, except when the report is settled through legal channels outside the company.
7. If the investigation proves the occurrence of fraudulent activities/violations, the reported party may be subject to sanctions in accordance with the company's regulations and applicable laws.
