



Anti Corruption Policy

PT Prodia Widyahusada Tbk

Anti-Corruption Policy

PT Prodia Widyahusada Tbk ("the Company") is committed to and complies with the applicable laws and supports the Indonesian Government in the eradication of corruption. Therefore, the Company has established an Anti-Corruption Policy that applies within the Company, involving all Employees, Business Partners, and Government agencies.

The objectives of implementing the Anti-Corruption Policy are as follows:

1. To prevent both material and immaterial losses that may disrupt the Company's business continuity.
2. To enhance the Company's compliance and discipline with the law, regulations, and ethics, and to support government programs aimed at preventing acts of corruption in Indonesia.
3. To increase awareness of a high ethical culture in conducting work activities related to external parties, including business partners and Government agencies associated with the Company.

Types of actions categorized as Corruption.

Every employee of the Company, whether individually or as a group, who deliberately violates the law, regulations, and company policies by enriching themselves or others or a group that could harm the Company's finances through the following actions:

1. Abusing the authority, opportunity, or means available to them because of their position or status.
2. Giving, receiving, and/or promising something to an official or a business partner, both internal and external, with the intention of inducing them to do or not do something in their position that contradicts their obligations.
3. Embezzling money or securities stored due to their position or status or allowing the money or securities to be taken or embezzled by others or aiding and abetting in such actions.
4. Giving and/or receiving gifts or promises to/from an individual, both internal and external, considering the power or authority inherent in their position or status.
5. Violating the provisions of the law explicitly stating that the violation of such provisions is an act of corruption.
6. Attempting to aid or abet in committing acts of corruption.
7. Providing assistance, opportunities, means, or information for acts of corruption to occur.

Every employee, whether at the Head Office, Regional/Branch Offices, and/or departments and/or units within the Company, strives as much as possible to obtain all opportunities for collaboration or business in a fair and legal manner and will negotiate contracts fairly and openly.

The Company will conduct its business and/or work in a lawful, ethical, honest, and professional manner, in line with the Company's code of ethics and vision and mission. This practice will be applied to every activity carried out by the Company.

Sanctions for employees if identified to have committed acts of Corruption:

The Company will impose strict penalties or consequences for violations of company policies, whether individually or as a group, by:

1. Dismissing them dishonorably.
2. Prosecuting the individual within the legal jurisdiction in the Republic of Indonesia.

Involvement of Employees and External Parties:

Employees and External Parties can participate in efforts to prevent and eradicate corruption by informing the Company through the Violation Reporting System via email: whistleblower@prodia.co.id about any acts of Corruption involving the Company.

The Company appreciates every Employee and External Party who has contributed to the efforts of prevention, eradication, or disclosure of corruption in accordance with the Company's policy.
