



Climate Just Transition Policy

PT Prodia Widyahusada Tbk

Policy Statement

Prodia supports the transition to a fair, inclusive, and sustainable low-carbon economy through energy efficiency, the gradual use of renewable energy, responsible environmental management, and providing equal access and opportunities for all Prodia employees and stakeholders without discrimination based on ethnicity, religion, race, and intergroup (SARA).

1. Background

Climate change is a global issue that can impact public health, operational resilience, supply chains, energy costs, and business sustainability. As a company operating in the healthcare industry, PT Prodia Widyahusada Tbk ("the Company" or "Prodia") views supporting climate change mitigation and adaptation as part of its responsibility to customers, employees, shareholders, communities, regulators, partners, and the environment.

Prodia has developed the Prodia Sustainability Blueprint 2024-2030 as a strategic sustainability guideline encompassing the four pillars of PRO-D-I-A, including the *Actualizing Sustainable Environment pillar* to enhance sustainable and responsible environmental management. This policy reinforces this commitment by emphasizing the principle of a just transition, namely a climate transition that is carried out gradually, responsibly, inclusively, and without leaving behind affected stakeholder groups.

2. Policy Objectives

1. Establishing Prodia's commitments, principles, and direction of action in supporting a just and inclusive climate change transition.
2. Promote energy efficiency, resource conservation, reduction of greenhouse gas (GHG) emissions, and the gradual use of renewable energy according to technical, operational, and financial feasibility.
3. Ensuring that climate transition initiatives are carried out with due regard for the rights, safety, welfare, and equal opportunities for Prodia personnel and stakeholders.
4. Supporting compliance with regulations, sustainability reporting standards, and good governance practices in managing climate issues.

3. Scope

This policy applies to all Company organs, Prodia personnel, work units, branches, laboratories, clinics, the head office, and third parties working for and/or on behalf of Prodia to the extent relevant to their employment and contractual relationships. This policy covers operational activities, facility management, energy and water use, waste management, procurement of goods and services, customer service, information technology, operational transportation, and social and community activities related to sustainability and climate change.

4. Definition

Term	Understanding
Just Transition	The transition process towards lower-emission and climate-resilient business activities is carried out fairly, inclusively, gradually, and takes into account the socio-economic impacts on employees, customers, partners, suppliers, communities, and vulnerable groups.
Climate Change	Long-term changes in temperature and weather patterns are influenced, among other things, by increased greenhouse gas emissions from human activities.
Energy Efficiency	Efforts to use energy more efficiently and optimally without reducing service quality, safety, and operational compliance.
Renewable energy	Energy derived from renewable sources, including solar, water, wind, geothermal, biomass, or other renewable sources according to availability and regulations.
Prodia People	The Board of Commissioners, Directors, permanent employees, contract employees, outsourced workers, and other parties working within Prodia in accordance with the Company's provisions.

Stakeholders

Customers, employees, shareholders, regulators, communities, business partners, suppliers, healthcare workers, academic institutions, the public, and other parties affected by or having an interest in Prodia's activities.

5. Policy Principles

1. Compliance and governance: Prodia carries out climate initiatives in accordance with laws and regulations, safety standards, health service standards, GCG principles, and the Company's internal policies.
2. Inclusive and non-discriminatory: Prodia provides access, opportunities, treatment, education, and participation to all Prodia employees and stakeholders without distinction of ethnicity, religion, race, intergroup, gender, age, disability, social status, economic background, or other characteristics protected by law.
3. Not compromising on service quality and safety: Any energy efficiency, emission reduction, and operational changes must maintain the quality of examination results, patient/customer safety, K3, data security, and health facility compliance.
4. Gradual, measurable, and risk-based: Climate transition is carried out based on the priority of risks and opportunities, technical and financial feasibility, human resource readiness, technology availability, and its impact on operations and stakeholders.
5. Collaborative: Prodia encourages internal and external collaboration with employees, customers, suppliers, partners, regulators, communities, and relevant institutions to support the achievement of climate goals.
6. Transparency and continuous improvement: Prodia monitors, evaluates, and communicates the progress of climate initiatives proportionally through internal reporting mechanisms and the Company's sustainability reporting.

6. Prodia's Main Commitment

In supporting a just climate change transition, Prodia is committed to:

1. Increase the efficiency of electricity and fuel use in operational activities.
2. Promote the gradual use of renewable energy at facilities where possible, including evaluating the use of solar panels, green electricity purchases, renewable energy certificates, or other solutions that comply with regulations and operational needs.
3. Reducing carbon footprint and GHG emissions through energy consumption monitoring, operational vehicle management, and low-emission initiatives.
4. Manage medical waste, B3 waste, liquid waste, and non-medical waste responsibly in accordance with applicable standards and provisions.
5. Applying the 3R principle (Reduce, Reuse, Recycle), reducing paper use, utilizing environmentally friendly/biodegradable materials, and water conservation.
6. Increasing literacy and participation of Prodia employees regarding environmentally friendly work culture.
7. Ensuring that the climate transition does not create discrimination, barriers to access, or unequal treatment for employees, customers, partners, and communities, including managing the impacts of the transition responsibly through providing opportunities for competency development, training, *upskilling* and *reskilling*, transparent communication regarding operational changes, equal employment opportunities, and redeployment of workers when necessary to support job continuity and workforce readiness to face changes in technology and business processes.
8. Ensuring suppliers and strategic partners are encouraged to support the principles of sustainability, safety, ethics and resource efficiency.

7. Program and Implementation Direction

The direction of implementation of this policy adopts the sustainability practices that Prodia has implemented and future developments as reflected in the Company's Sustainability Blueprint and Sustainability Report.

Area	Policy Direction	Implementation Example
Energy efficiency	Reduce energy consumption without compromising service quality, safety, and laboratory/clinic operational needs.	Use of energy-efficient electronic devices; reasonable room temperature settings; maintenance of air conditioners, cold storage, freezers, and laboratory equipment; turning off unused lights/devices; and gradual energy audits at priority facilities.
Renewable energy	Evaluate the utilization of renewable energy in stages based on facility feasibility and cost-benefit.	Feasibility studies for solar panels at selected branches/offices/labs; exploration of green electricity schemes or renewable energy certificates; prioritization of locations with high energy consumption and technical readiness.
Green buildings and facilities	Encourage the application of basic green building principles in the renovation, expansion, and operation of facilities.	Lighting efficiency; optimal ventilation and air conditioning; water conservation; space design that prioritizes safety, comfort, and efficiency; implementation of 3R in branches.
Water conservation	Using water efficiently while maintaining hygiene and safety standards for health services.	Regulation of clean water usage; maintenance of water installations; monitoring of leaks; education on water conservation; management of wastewater treatment plants according to standards.
Paper reduction and digitalization	Reducing paper consumption through digital process transformation and electronic communications.	Online registration and payment; digital examination results; electronic internal documents; e-approval/e-signature where possible; print-only education when necessary.
Waste management	Manage waste responsibly according to the type and level of risk.	Liquid waste through IPAL; B3/infectious medical waste is handed over to a licensed third party; waste sorting; 3R for non-medical waste; use of biodegradable materials whenever possible.
Low emission transport and mobility	Gradually reduce emissions from operational mobility.	Optimizing operational routes and Home Service; using environmentally friendly vehicles/EVs where appropriate; arranging business travel; utilizing online meetings for activities that do not require physical presence.
Sustainable procurement	Encourage suppliers and partners to support resource efficiency, environmental compliance, and safety practices.	Sustainability criteria in supplier evaluation; preference for energy-efficient and environmentally friendly products; waste management and OHS compliance requirements for relevant vendors.
Inclusion and equal access	Ensuring that the benefits of the climate transition are equitably accessible to employees and stakeholders.	Training open to all Prodia employees; non-discriminatory policy communication; feedback and complaint mechanisms; attention to vulnerable groups in social programs and customer service.

8. Just Transition Principle for Prodia People

Prodia understands that climate change can impact work methods, competency requirements, technology, and operational processes. Therefore, Prodia is committed to:

1. Provide clear and proportionate communication on changes to work processes related to energy efficiency, digitalization, waste management, or low-carbon initiatives.

2. Providing relevant education, outreach, training, or upskilling so that Prodia employees can adapt to technological changes and more environmentally friendly operational practices.
3. Maintaining health, safety, and comfort at work in implementing climate initiatives, including waste management, chemical use, laboratory equipment, and work facilities.
4. Providing equal opportunities for all Prodia employees to participate in sustainability programs without discrimination based on ethnicity, religion, race, gender, age, disability, employment status, or other backgrounds.
5. Consider the social and operational impacts of any material changes, including the adaptation needs of branches, operational units, healthcare workers, and support functions.

9. Just Transition Principle for Stakeholders

1. Customers and society: Prodia ensures that the transformation towards lower emission services maintains access, service quality, safety, data security, and accessibility of information for customers.
2. Suppliers and partners: Prodia drives a more responsible supply chain through communicating sustainability expectations, environmental compliance, and safe and ethical work practices.
3. Regulators and shareholders: Prodia strives to maintain transparency and accountability through reporting that is relevant, measurable, and in line with applicable regulations.
4. Community: Prodia supports inclusive social and community health programs, and pays attention to the environmental and social impacts of the Company's operational activities.

10. Governance and Responsibility

Party	Responsibility
board of Commissioners	Conducting oversight of the direction of sustainability policies and the application of good governance principles on climate issues and just transition.
Board of Directors	Establish strategic direction, ensure adequate resource allocation, and integrate these policies into relevant business activities and decision-making.
Director/Finance & Sustainability Unit	Coordinate policy implementation, monitoring climate initiatives, sustainability reporting, and preparing improvement recommendations to management.
Operational Divisions/Units, Facilities, Procurement, HR, IT, Legal/Compliance, and Related Units	Implement programs according to the scope of each function, monitor data, ensure compliance, and support outreach to employees and work partners.
All Prodia People	Support an environmentally friendly work culture, use resources wisely, comply with procedures, and convey input or potential improvements through available channels.

11. Monitoring, Indicators, and Reporting

Prodia can monitor the effectiveness of this policy through indicators tailored to data readiness and business materiality, including:

1. Electricity, fuel and/or energy intensity consumption at priority facilities.
2. Scope 1 and Scope 2 GHG emissions, as well as gradual expansion of Scope 3 coverage if data is available and relevant.
3. The number or percentage of facilities implementing energy efficiency, water conservation, digitalization, 3R, or green building principles programs.
4. Waste volume based on category and waste management compliance through licensed parties.
5. Paper usage and level of digitalization of internal processes/customer service.
6. Number of sustainability socialization/training and participation of Prodia personnel.
7. Supplier/partner initiatives that support energy efficiency, emissions reduction, or environmental management.

8. Monitoring of worker competency development, changes in workforce composition, workforce mobility, and the involvement of stakeholders affected by the transition process.

Monitoring results can be reported periodically to management and disclosed in the Sustainability Report, Annual Report, or other reporting media in accordance with statutory regulations and Company policies.

12. Complaints and Feedback Mechanism

Prodia employees and stakeholders are encouraged to submit input, questions, or concerns regarding the implementation of this policy through internal communication channels, direct supervisors, Human Capital, Legal/Compliance, and Sustainability functions, or the Company's applicable complaint channels. All input or complaints will be handled objectively, proportionally, and without retaliation against those who express their concerns in good faith.

13. Policy Review

This policy is reviewed periodically at least once every three years or at any time if there are material changes in regulations, business strategy, sustainability reporting standards, climate risks, organizational structure, or operational needs. Policy changes must be approved in accordance with the Company's governance principles.

14. References

1. Prodia's Sustainability Blueprint 2024-2030.
2. Sustainability Report of PT Prodia Widyahusada Tbk 2025.
3. Global Reporting Initiative (GRI) 102: Climate Change 2025 section 102-3 Just transition
4. Prodia's internal policies and procedures regarding environment, K3, procurement, facilities, governance and compliance.
5. Applicable laws and regulations in the fields of environment, employment, occupational health and safety, health care facilities, capital markets, and sustainability reporting.
6. Relevant sustainability standards and practices, including ISO 26000 principles, SDGs, and sustainability/climate disclosure standards adopted by the Company in accordance with readiness and regulations.

15. Closing Statement

With this policy, Prodia's Board of Commissioners and Directors affirm their support for a just, inclusive, and responsible climate change transition. Prodia is committed to continuously improving efficient, low-emission, and environmentally friendly operational practices, while ensuring that every step of the transformation maintains access, opportunity, safety, and equal treatment for all Prodia employees and stakeholders.