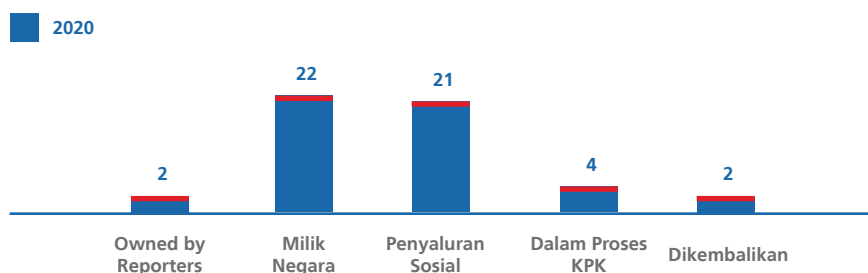


### Gratuity Report Base on Ownership Status



### Whistleblowing System

The Company's Whistleblowing System (WBS) policy is guided by Bank Indonesia Regulation No. 5/8/ PBI/2003 amended by PBI Number 11/23/PBI/2009 and the Bank Indonesia Circular Letter No. 13/28/DPNP concerning the Anti-Fraud Policy. The Company's WBS forms an integral part of the Internal Control System in preventing the occurrence of irregularities with the aim of both detecting and preventing the occurrence of irregularities or violations and to gradually create an open, sincere, honest and responsible work climate in the Company.

### Submission And Media of Violation Reports

The mechanism for submitting a violation report through the WBS was carried out by making a complaint/disclosure report and sending it based on an indication that the violation was committed by whom, including:

1. If the related party was a BTN employee up to 2 (two) levels below the Board of Directors and not a BTN WBS Team, then WBS Manager by an independent party would submit a report to the BTN WBS Team.
2. If the related party was a member of the BTN WBS Team and or BTN employees 1 (one) level below the Board of Directors, WBS Manager by an independent party would submit a report to the President Director.
3. If the related party was the Board of Directors, then WBS Manager by an independent party would submit a report to the Board of Commissioners.
4. If the related party was a Commissioner and/or Committee under the Board of Commissioners, WBS Manager by an independent party would submit a report to an unrelated member of the Commissioner who was also not a member of the Committee concerned.
5. If the related party was the Commissioner together, WBS Manager by an independent party would submit a report to the Series A Dwiwarna Shareholder.

The Company also built supporting infrastructure in implementing WBS policies wherein the reporter could submit their reports through the following media:

1. PO Box 2828 JKP 10028
2. Website : <https://btinsiips.tipoffs.info>
3. Email : [btinsiips@tipoffs.info](mailto:btinsiips@tipoffs.info)
4. SMS : +62 813 8870 1117
5. Whatsapp : +62 813 8870 1117
6. Telepon : +62 21-50928882
7. Faximili : +62 21-50928883

### Whistleblower Protection

The Company guarantees the protection of the WhistleBlower who shows a good intention of reporting any violations that may risk causing a loss for the Company. The protections included are the following:

1. Reporting communication channel (verbally, telephone, email) that is free and confidential or an independent and confidential Ombudsman. The Informant will receive followup information from the communication channel regarding the report submitted concerning the alleged violations.
2. Guaranteeing the Informant's anonymity, unless there is a legal requirement that requires the identity to be disclosed in the presence of the judge.
3. Protection from retaliation from the Informant or the Organization being reported. This protection may include the following measures:
  - a. Physical protection either against himself/herself or his/her family.
  - b. Protection of his/her property and his/her family against terror or retaliation.
  - c. Administrative protection in the form of promotion delays, dismissal, exclusion in the workplace, infeasible transfers, including job security, etc.
  - d. Legal protection, in the litigation process in the District Court, including the cost, and if necessary, including protection through the Witness and Victim Protection Agency (LPSK).