

**WHISTLEBLOWING SYSTEM
PT Elang Mahkota Teknologi Tbk
("Company")**

Basis of the Policy

In order to implement an accountable and integrity company in accordance with the prevailing work culture within the Company, the Company has prepared guidelines for reporting violations and their handling, in the form of Guidelines for Good Corporate Governance, which contains rules related to the Whistleblowing System.

Objectives

In order to maintain and improve the Company's reputation and always comply with the applicable laws and regulations, the Company enforces the principles of Good Corporate Governance by creating transparent and accountable business activities, as well as developing and implementing Whistleblowing System.

The Whistleblowing System is a means of communication for each member of the Board of Commissioners, Board of Directors, employees, and external parties to convey information regarding violations committed by the Company's internal.

Mechanisms for Reporting and Handling of Violation

The Company encourages the participation of all parties, both internal and external parties to use the Whistleblowing System related to alleged violations/frauds, violations of the code of ethics, or violations of conflicts of interest committed by the Company's internal parties, through:

Email: wbs@emtek.co.id

The reporter submits a report that can be accounted for and at least explains the following information:

- a. Type of violation;
- b. Time and location of the incident;
- c. Parties involved;
- d. Other evidence that corroborates the violation, such as documents, recordings, audio, or records; and
- e. The chronology of the events occurred.

The Company has reporting mechanism for violation committed internally in the Company (Company's organ or every worker) set out in the policy of Company for violation reporting through the Human Resources Department (HRD) Division which the complainant's identity will be kept confidential and protected from all forms of threats and harassment.

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The management of the violation report and the follow-up to the complaint are as follows:

- a. HRD Division receives complaints of violations;
- b. The HRD Division collects sufficient initial data and evidence, verifies the data, and documents the complaint report;
- c. The HRD Division carries out comprehensive investigative activities, including closed-door interviews with the complainant and the reported party as well as field checks if needed.

The results of the complaint investigation and recommendations by the HRD Division are submitted to the Board of Directors and/or the Board of Commissioners for later determination of the decision on the complaint. Furthermore, the process of imposing sanctions and further handling of the reported violations shall be done under the Company regulation and the prevailing laws and regulations.