WHISTLEBLOWER POLICY

Whistleblowing System Policy by Reporting Unethical or Illegal Behavior

Trimegah requires the Board of Directors and employees to always implement business standards and individual ethics in every performance of tasks in accordance with applicable regulations. Employees are required to implement honesty and integrity in performing the work and be subject to applicable laws and regulations. If employees aware of any ethical deviations, illegal or unethical behavior, they should report it immediately in accordance with the Company's policy which refer to Procedures Complaints of violations of the implementation of the Code of Ethics and Code of Conduct KEP number: 099/CorSec/BoC-BoD/XII/2022.TRIM with the principle of handling reporting, which are:

1. Objectivity (handling shall be based on valid facts/evidence)
2. Relevance (data submitted shall be consistent with duties and responsibilities)
3. Coordination (cooperation with the relevant Division and/or Business Unit)
4. Effectiveness and efficiency (handling shall be conducted in a proper, timely and cost-saving manner)
5. Accountability (handling and follow-up shall be accountable)
6. Transparency (handling shall be conducted based on a clear and transparent mechanism, procedure)
7. Presumption of innocence principle
8. Protection of witnesses and reporting persons

Each report may be submitted to the Internal Audit unit via email internal.audit@trimegah.com as set forth in this policy. Internal Audit shall be responsible for investigating and reasonably making recommendations to the Board of Directors, as a follow-up to any submission of the report that has been received. Report will be followed through investigation process to ensure that such action was an act of deviating and later to determine the act of handling and prevention in the future.