

# Code of Conduct

## PT Chandra Daya Investasi Tbk

The Code of Conduct shall be reviewed and revised periodically to ensure that it has met the highest ethical and standard applicable in the society. This Code of Conduct has been approved by the Board of Directors pursuant to Circular Resolutions in lieu of the Meeting of the Board of Directors of PT Chandra Daya Investasi Tbk Tbk Number 002/LCM-CDI/BOD RES/V/2025 dated 9 May 2025.



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## A Message From The President Director



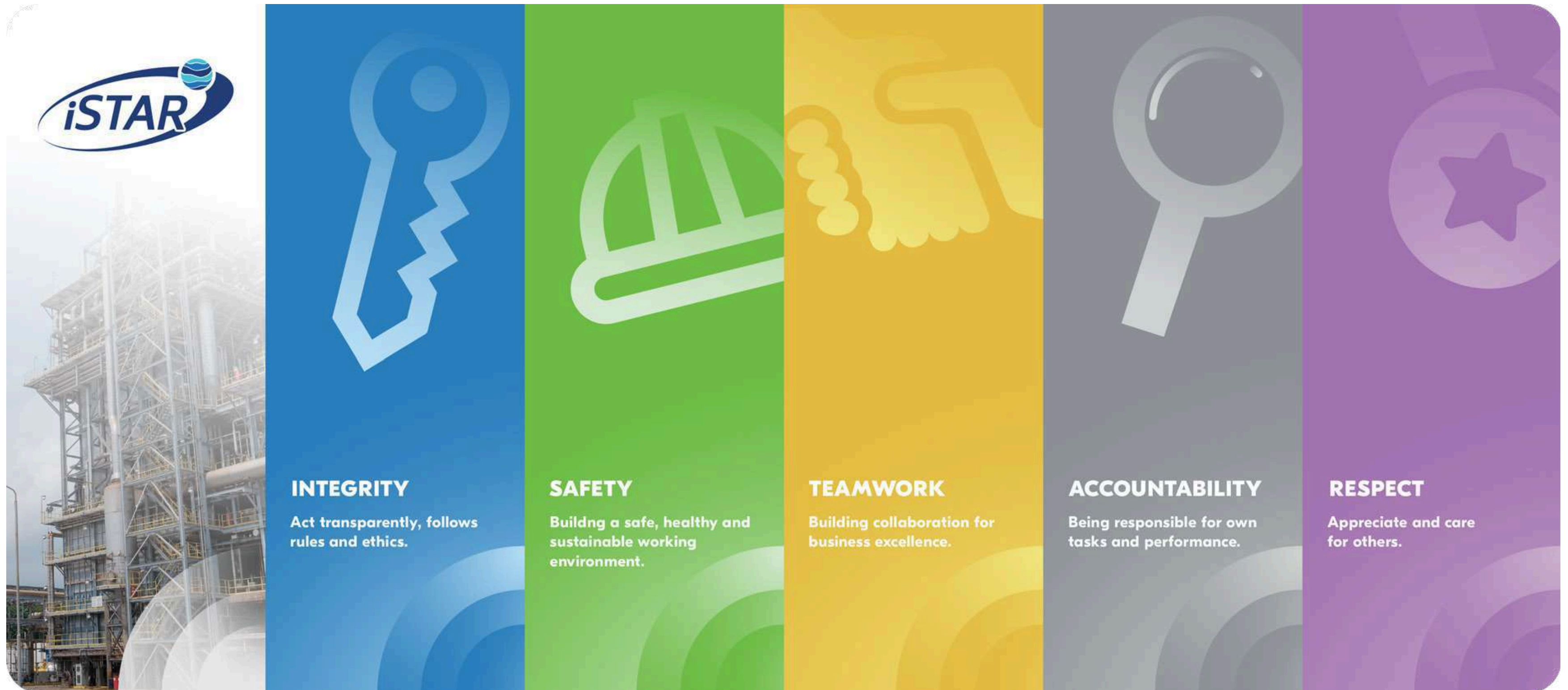
This Code of Conduct is a written provision expected to be a guideline of attitude and behavior that must be firmly adhered by all Employees of PT Chandra Daya Investasi Tbk, its subsidiaries and any joint venture companies placed under its control (“**CDI Group**”) in carrying out business activities according to each Employee’s respective authorities and competencies, and by all Related Parties in doing business with CDI Group to create a good corporate governance.

The existence of this Code of Conduct is a result of an ethical reflection to continuously accommodate and adapt with the dynamics changes in society, therefore the values contained in it always refers to the current and actual version of Code of Conduct.

This Code of Conduct is essentially a crystallization of universal moral values; thus, the content of this Code of Conduct will not conflict with the Company Regulation that has been signed by CDI Group’s management and CDI Group’s Employees representatives, and the prevailing regulations.

This Code of Conduct acts as a guideline and signs to help us in dealing with difficult situations and/or choices during all Employees’ work in and all Related Parties’ engagement with CDI Group. Therefore, it is expected that all parties, according to their respective roles and duties, could learn, understand and behave according to this Code of Conduct to carry out CDI Group’s vision and mission.

## Our Values





# Purposes of The Code of Conduct

This Code of Conduct is a guideline that contains boundaries within which every employee of CDI, whether a full-time, part-time, fixed-term, permanent or trainee employee, including the member of Board of Directors and Board of Commissioners of CDI Group (**"Employees"**) have to follow every day. This Code of Conduct sets high standards and further to CDI Group's business principles, it instructs and advises everyone on how to perform their duties and responsibilities in accordance with the prevailing ethical practice, and on how to behave and avoid situations that may damage them or CDI Group.

It is expected that every Employee; and stakeholder, including but not limited to a business partner, a supplier or vendor, a customer, a contractor, an agent, a consultant and/or any other third party who works with, for, or represents CDI Group (**"Related Parties"**) must understand and follow this Code of Conduct.

Everyone is responsible for speaking up and reporting any suspected or actual breach of this Code of Conduct. Any failure to comply with the Code of Conduct is taken very seriously by CDI Group and may result in a disciplinary action, including dismissal and legal action.





# People & Safety





# People & Safety <sup>1 of 4</sup>

## The General Guidance

CDI Group expects its Employees and Related Parties to act in a business-like manner, respect the norm of society, and obey the prevailing rules and regulations, including the superior's instruction and direction, as the case may be.

All Employees and Related Parties must behave in a professional manner and avoid any action, behavior or attitude that is humiliating, intimidating or hostile. All Employees and Related Parties also have to obey the prevailing rules and regulations, as well as the superior's and/or person in charge's instruction and direction.

## Respect Human Rights and Equal Treatment

CDI Group is also committed to respecting the fundamental human rights principles of each of the individuals in all our areas of business operations. Our commitment is applicable for all Employees and Related Parties doing business with our company.

CDI Group commits to ensuring that all Employees and Related Parties are equally treated with respect, dignity and fairness in every aspect of our business process, among other things by creating an environment that promotes diversity where all Employees and Related Parties are treated respectfully and receive equal treatment with no discrimination or victimization, including creating fair employment process and/or career development opportunities.

All Employees and Related Parties must respect the dignity and human rights of colleagues and all others they come into contact with as part of their jobs and treat everyone fairly and equally without discrimination on the grounds of race, age, role, gender, color, religion, country of origin, marital status, disability, social class or political views. All Employees and Related Parties shall also accept the value of diversity.

CDI Group has developed fair and confidential procedures for Employees and Related Parties to raise relevant concerns to the management. These procedures enable Employees to discuss any discrimination or unfair treatment that they face with their direct superior. These procedures also allow Employees or Related Parties to report such discrimination or unfair treatment to CDI Group's management through the Whistleblower Channels without a fear of retaliation.



# People & Safety <sup>2 of 4</sup>

## Workplace Harassment

CDI Group is committed to creating a working environment that is free of any verbal and physical harassment or any other form of abuse.

Harassment is an unwanted, disturbing, intimidating or threatening action or behavior conducted by a person towards another person that can make the other person feel uncomfortable, humiliated or mentally distressed. Meanwhile, workplace harassment covers any and all types of harassment that may happen in a professional setting or workplace. It includes, but is not limited to, any form of physical or verbal harassment.

Although CDI Group is against any form of workplace harassment, we expect our Employees and Related Parties to be very careful when assessing whether an action is classified as a workplace harassment or a workplace conflict before reporting such harassment to a direct superior or CDI Group's management.

Workplace conflict is also something that CDI Group would like to avoid; however, it is not a concern under this Code of Conduct until such workplace conflict becomes a form of harassment.

All Employees and Related Parties must treat other people with respect and dignity, be able to accept disagreement they have with other people well and be able to express different opinions to other Employee or Related Party in a good manner.

Any Employee and/or Related Party who is convinced that he/she is the subject of a workplace harassment, should report the incident to their direct superior or CDI Group's management through the Whistleblower Channels.





# People & Safety <sup>3 of 4</sup>

## Safety, Health and Environment

CDI Group is committed to continuously implementing the Safety, Health and Environment (“**SHE**”) management system to protect its Employees, Related Parties, visitors, communities or any other person that is domiciled in or around the plant areas of any hazard, and also to protect the environment from the impact of CDI Group’s activities.

All Employees and Related Parties should have the same understanding by following the applicable SHE policies and procedures, as well as SHE related rules or regulations in performing activities in CDI Group’s office or plant.

### Society and Environment

All Employees and Related Parties must provide appropriate as well as timely support and assistance for any complaint from society, especially the local community around CDI Group’s location of business activities which arises due to the environmental impact of its business activities.

All Employees and Related Parties shall also establish and implement a program to prevent and reduce the release of any hazardous or dangerous substance into the surrounding environment by using environmentally friendly technology and process equipment, and applying a good environmental management system (environmental impact identification, risk assessment and mitigation).

All Employees and Related Parties must consider the environmental aspect in making any operational decision including considering the impact in every design developed or selection of tools or equipment used. They should also safely handle, carry and arrange the disposal of waste in accordance with the prevailing government laws and regulations.

All Employees and Related Parties shall also undertake the responsibility to ensure that CDI Group’s productions and operations meet the applicable government standards, whichever are stricter.





# People & Safety <sup>4 of 4</sup>

## Safety, Health and Environment

### Society and Environment

All Employees and Related Parties shall immediately undertake the necessary action to return the environment to its original and safe condition when an environmental incident occurs and provide accurate information regarding the incident to the public.

All Employees and Related Parties must consider consuming natural resources as efficiently and effectively as possible by applying 3R's principles (Reduce, Re-use and Recycle), as well as selecting and using tools or equipment with the highest level of efficiency and effectiveness as well as environmentally friendly.

### Health and Safety

All Employees and Related Parties must comply with CDI Group's SHE regulation and the Procedure of Life Saving Rules.

All Employees and Related Parties shall also ensure their own readiness and health condition before starting to work in CDI Group's location of business activities in order to prevent any accident.





# Fighting Bribery, Corruption and Money Laundering Practices





# Fighting Bribery, Corruption and Money Laundering Practices <sup>1 of 5</sup>

## Bribery and Corruption

CDI Group commits to ensuring our business operation is conducted legally, prudently, and in line with the principles of Good Corporate Governance (“**GCG**”). Therefore, CDI Group is fully committed to fighting any form of bribery and corruption.

Bribery is an offer, attempt to offer, or a promise of giving anything of value, directly or indirectly, that may enrich or gain improper advantages (for them and other parties) and is intended to improperly influence actions or decision-making for the purpose of obtaining or retaining business or to accelerate a bureaucratic or permit process.

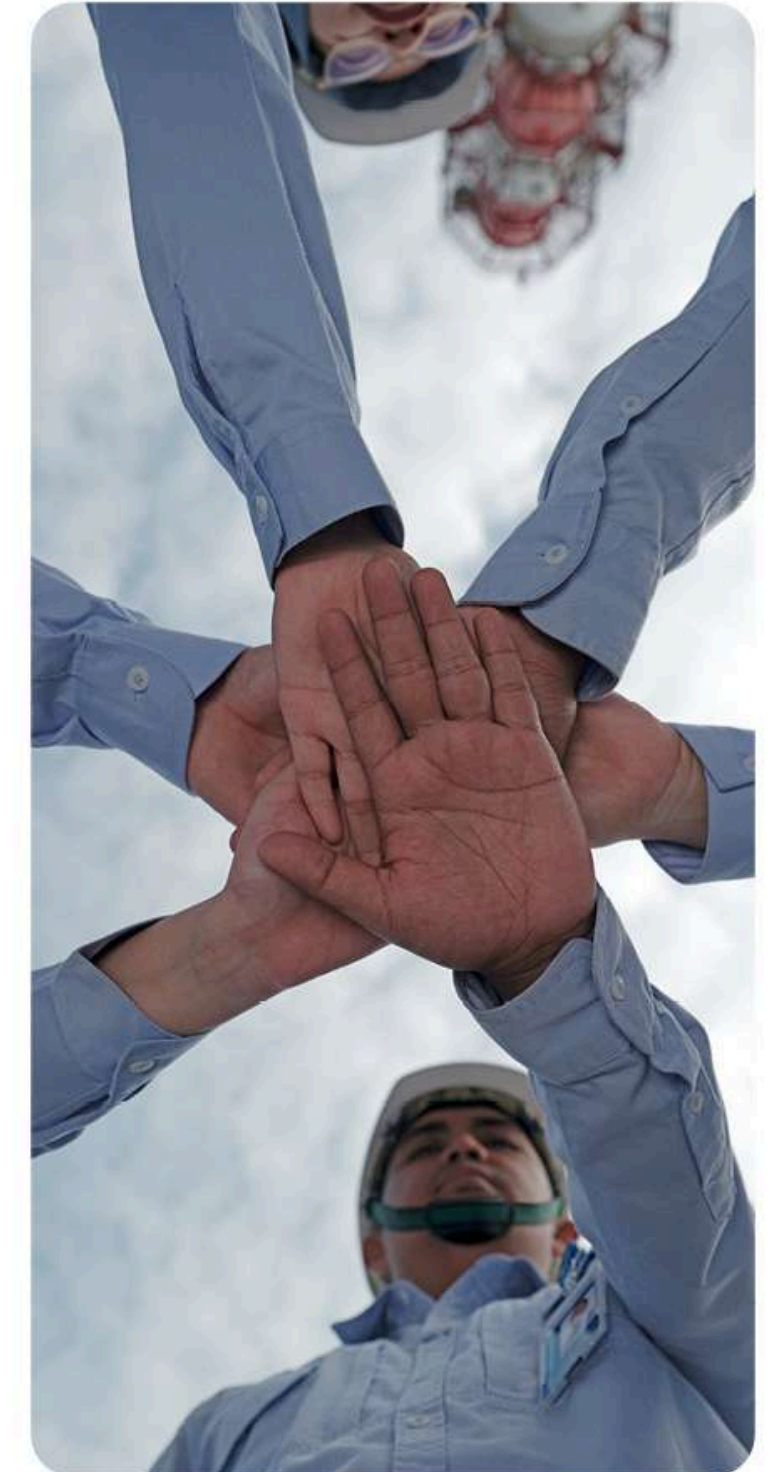
Corruption shall constitute a dishonest or illegal act or behavior of a person, usually a person in a position of power that may involve the provision

of money or gifts to affect such a person’s behavior in ways that are inconsistent with his/her duty and may violate the laws. Acts of corruption also include embezzlement, fraud, nepotism, collusion, abuse of power and/or bribery.

As such, CDI Group strictly prohibits all Employees and Related Parties from engaging in any form of bribery, corruption and/or gratification when undergoing any work for the interest of CDI Group. While dealing with business partners or government officers, Employees and/or Related Parties are not allowed to request, receive, give or provide any forms of valuables (whether in small or big amount) that can be interpreted as an attempt to influence or persuade a decision and/ or to accelerate a bureaucratic or permit process.

CDI Group commits to comply with all applicable anti-bribery and anti-corruption laws. If there is a possible breach of these anti-bribery and anti corruption laws, CDI Group shall thoroughly investigate the situation using any procedure or mechanism provided under the prevailing laws. All Employees and Related Parties must follow and obey the applicable anti-corruption and anti bribery laws.

CDI Group runs its business with a high level of integrity and does not tolerate any form of corruption and bribery. CDI Group also understands that the honesty and integrity of every individual are the main keys in the matter that relates to corruption and bribery in addition to the necessity to establish the responsibility and control mechanism.





# Fighting Bribery, Corruption and Money Laundering Practices <sup>2 of 5</sup>

## Bribery and Corruption

All Employees and Related Parties must refuse to conduct any act of corruption, become involved with a corrupt person or transaction, and do business with someone or a company who/that has a bad reputation. All Employees and Related Parties must also refuse to receive bribery or secret commissions and shall not offer money, property, or any other benefit to anyone who is engaged in business in return for assistance or special privileges.

All Employees and Related Parties must be aware that granting or offering money, fees, commissions, credits, gifts, valuable objects, or compensation in any form whatsoever, directly or indirectly, to any other person or institution without clear explanation or reason is considered the act of bribery, which is strictly prohibited.

They must also be aware that receiving money, fees, commissions, credits, gifts, valuable objects, or compensation in any form whatsoever, directly or indirectly, from any other person or institution without clear explanation or reason in conducting their job for the interest of CDI Group is considered the act of corruption, which is strictly prohibited.

Any Employee and/or Related Party who is convinced that a breach of anti-corruption and anti-bribery laws has occurred, should report the incident to their direct superior or CDI Group's management through the Whistleblower Channels.



# Fighting Bribery, Corruption and Money Laundering Practices <sup>3 of 5</sup>

## Conflict of Interest

CDI Group must avoid any potentially causing conflicts of interest in our business operation to ensure fair business operations.

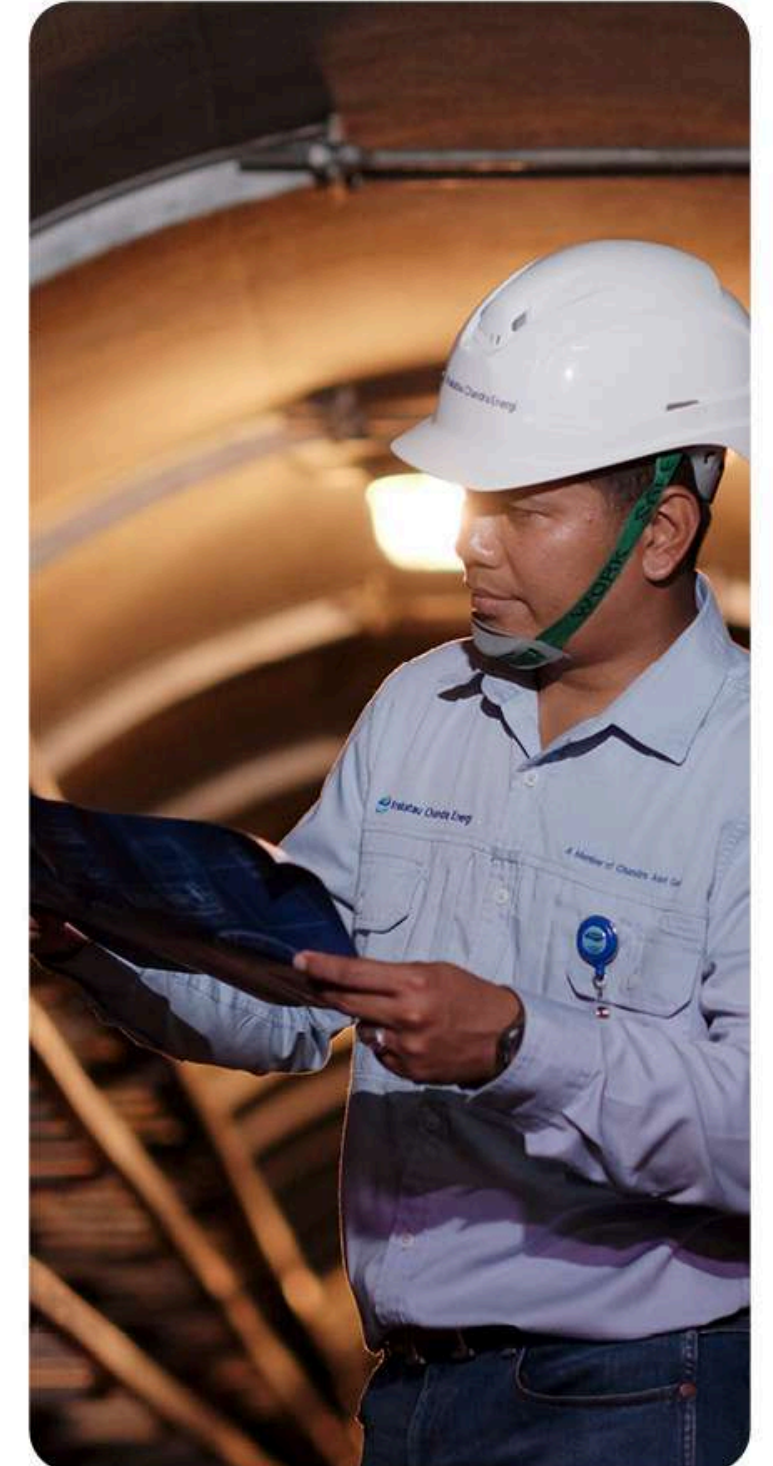
All Employees and Related Parties shall be reliable and professional in performing their works and shall not create or maintain a personal interest, which may cause, or seem to raise, a conflict with CDI Group's interest or which may influence, or seem to influence, their judgment in terms of the performance of their duties.

All Employees and Related Parties must work professionally and ensure CDI Group is in the best place to benefit from potential business opportunities. All Employees and Related Parties must refuse any personal benefit from the work they perform for CDI Group that

may cause others to doubt their fairness, integrity or ability in performing their duties objectively or that may have a direct or indirect adverse impact on CDI Group.

All Employees must also avoid conducting CDI Group's business activities with any party, such as suppliers, contractors or agents that may have a particular relationship with them, including but not limited to the ownership of shares, or family relationships by blood or marriage. They should also avoid gaining personal benefit from any information or anything else that they might obtain because of their position or duties or responsibilities in CDI Group.

All Employees and Related Parties shall inform their respective superior or CDI Group's management immediately if they suspect there will be a conflict or potential conflict of interest and find a solution together to avoid or at least minimize the impact of such conflict of interest.





# Fighting Bribery, Corruption and Money Laundering Practices <sup>4 of 5</sup>

## Gifts and Entertainment

In line with the above sub-chapter on Bribery and Corruption, CDI Group is very careful in arranging the provision or receipt of gifts, business meals or entertainments.

Gifts, business meals or entertainments may only be provided or received if they are intended or interpreted as simple business courtesies, which are in accordance with the prevailing CDI Group's activities, and they do not deviate from the provisions of any applicable laws and legislation, nor do they influence CDI Group's decision in any of its transactions, and they must not place CDI Group under any obligation.

All Employees must report to their direct manager if such gifts have to be accepted to avoid causing serious offense or if circumstances genuinely preclude their return and, if necessary, take steps

for the gift to be donated to charity and ensure that gifts or entertainment are only accepted if there is a legitimate interest in doing so. If the Employee or direct manager intentionally ignores or violates these guidelines, they are regarded as violating this Code of Conduct and may come under investigation or may be punished.

All Employees must refuse to receive entertainments, gifts, or personal assistance that could, in any way, have a direct or indirect influence on a business decision of such Employees from a person or organization with whom CDI Group has, or is likely to have, a business relationship. They shall also refuse to receive any other privileged treatment from a third party because of their position in CDI Group because it might be inclined to, or be considered to, put them under any obligation to return the privileged treatment.

All Related Parties must be aware of CDI Group's gifts and entertainments policy. All Related Parties must also refuse to receive entertainments, gifts, or personal assistance from CDI Group that could, in any way, have a direct or indirect influence on a business decision of such Related Parties.

All Related Parties must not offer, provide, demand or receive any gifts or any other favor, including in cash or cash equivalent (such as lottery tickets, vouchers, loans, gift coupons, guarantees or any other granting of credit, shares or options) from/to the Employees for personal benefit that is intended or might be seen to influence business decisions or create an obligation to do something in return.

# Fighting Bribery, Corruption and Money Laundering Practices <sup>5 of 5</sup>

## Money Laundering

Money laundering is an attempt to place a criminal or illegal property or fund into a legal financial system in a way that looks legitimate and difficult to be traced by law enforcement officials.

CDI Group must ensure that we do not receive the proceeds of criminal activities because the receipt of such proceeds can be considered as the criminal offense of money laundering.

All Employees and Related Parties shall not associate themselves with any criminal activity, especially any activity implicating money laundering. Our commitment to fighting money laundering obliges us to avoid having business transactions that support or involve in money laundering activities and obliges us to comply with the anti-money laundering laws and regulations applicable to our businesses in Indonesia and in the other relevant jurisdictions.

All Employees and Related Parties must notify their direct manager (or Related Parties' management, as applicable) immediately if they have any suspicion about actual or potential money laundering activity.

All Employees and Related Parties must also be aware of the signs of money laundering activities, such as:

**i. The counterpart requests to:**

- a. pay funds to a bank account in the name of a different third party or outside the country of their operation;
- b. make payments in a form outside the normal business terms;
- c. split payments to several bank accounts; and/or
- d. overpaid.

**ii. The counterpart's payments to CDI Group (or Related Parties, as applicable) are:**

- a. from multiple bank accounts;
- b. from bank accounts overseas when the counterpart is not a foreigner;
- c. made in cash when the transaction is normally made by cheque or electronically;
- d. received from other third parties; and/or
- e. made in advance when it is not the business terms agreed

All Employees and Related Parties must ensure that sufficient screening to assess a third party's identity and legitimacy has been performed before CDI Group (or Related Parties, as applicable) enters into a contract or a transaction with such third party. They should also not simply assume that the relevant third-party's screening process has already taken place because failure to check or update screenings periodically may put CDI Group, its Employees, and Related Parties at risk.



# Business Activities



# Business Activities <sup>1 of 2</sup>

## Compliance with Laws and Regulations

Business activities, at all times, shall comply with all applicable laws and regulations. CDI Group will not be responsible for any Employee's and Related Party's activities, when the benefits achieved are done through the violation of law or unethical business. This includes but not limited to any payments of unauthorized action for indirect contributions, rebates, and bribery. CDI Group does not allow such Employee's and Related Party's activities which are subjects to public scrutiny.

All Employees and Related Parties must behave well above the minimum standards which required by laws and ensure that their actions do not contravene the laws and regulations which regulate CDI Group's operational activities. They shall also comply with all provisions on working relationship as stipulated in the Company Regulation (if applicable).

## Procurement of Goods

CDI Group will operate and conduct procurement with integrity and professionalism, also by optimizing the use of available resources. Procurement will be conducted according to the official procedures established by CDI Group, and should be fair to all parties involved. Purchasing decisions must be made based on reasonable and competitive prices, quality and services.

All Employees and Related Parties must ensure that the procurement is conducted in accordance with the contract, as well as policies and procedures that have been determined by CDI Group. They shall also conduct procurement in line with the guidelines or rules that have been set for it.

All Employees and Related Parties must not choose suppliers of goods or services or purchase from supplier who are family members, relatives, or anyone intimately connected with them.

All Employees and Related Parties must also not have any conflict of interest or accept inappropriate gifts for their personal benefit from the selection of suppliers of goods or services of CDI Group.

All Employees and Related Parties shall not ignore the standards that suppliers of goods services must abide by, such as environmental or industrial standards. They must also not use the information they get from the procurement activities for personal benefit.



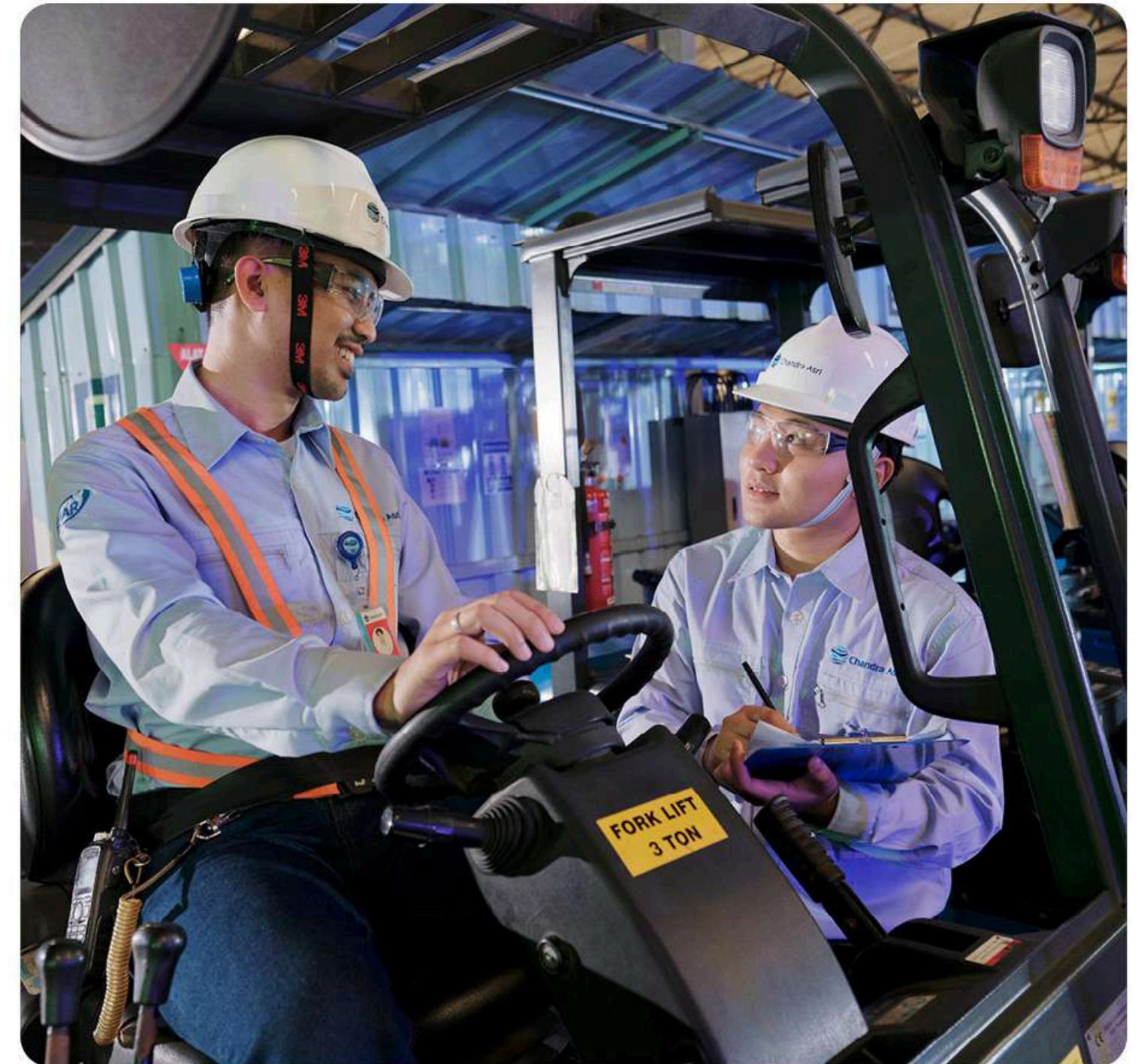
# Business Activities <sup>2 of 2</sup>

## Fair Competition

Competition laws prohibit anti-competitive agreements (or cartels) between competitors. Many national laws also prohibit abuses of dominant position and creation of specific rules or agreements between a company and its distributors and customers that may lead to unfair market competition. Investigations by competition authorities may result in significant fines and costs, criminal sanctions and damage to the company's reputation. Based on these basic understandings, CDI Group believes in vigorous yet fair competition and supports the development of appropriate competition laws. CDI Group will ensure its Employees and Related Parties conduct their operations in accordance with the principles of fair competition and all applicable regulations to uphold fair competition.

All Employees and Related Parties must follow requirements set up under the prevailing competition laws when performing their works for or representing CDI Group and conduct business activities based on an arm's length principle.

All Employees and Related Parties must not involve in tender monopoly activities by making an informal agreement with competitors in attempt of winning more business agreements, involve in anti-trust and unfair competition in business strategies or dealings by sharing confidential or proprietary information to competitors or involve in anti-competitive agreements and abusive market power by abusing market dominancy, conducting mergers or unfair pricing.





# Employee Political Activities





# Employees Political Activities

CDI Group has implemented a policy for not engaging in political activities. Be neutral and not give particular attention to any political party. CDI Group acknowledges the right of all Employees to engage in political activities, such as voting or joining any one of the political parties, however, such right shall be undergone outside the working hours, without using CDI Group's assets, and outside CDI Group's office and complex.

All Employees must ensure that any contribution towards, and support for, political parties are clearly personal and give no impression of being connected to CDI Group.

All Employees must also ensure that any personal political support or contribution do not affect the performance or objectivity at work.

All Employees shall avoid engaging in politics or expressing political opinion at the work place or during working hours and shall not use CDI Group's assets and/or equipment for any political events and political attributes in whatever form.

All Employees must not wear CDI Group's uniform, clothes or any kind of CDI Group's attribute that makes other people believes that they are the Employee while engages in any kind of political activities or activities which involves a political party. In addition, all Employees shall not support and/or donate fund for illegal organization and activities that are against the applicable laws.





# Safeguarding Information and Assets





# Safeguarding Information and Assets <sup>1 of 3</sup>

## Protection of Assets

Assets of CDI Group are one of the important aspects of our business operation. Therefore, the protection of assets needs to be properly managed.

All Employees and Related Parties (if applicable) are obliged to ensure that all assets of CDI Group are used efficiently, effectively and appropriately allocated, as well as obliged to prevent loss, damage, misuse, theft, misappropriation or infringement.

### Assets of CDI Group

The assets of CDI Group can be financial, tangible or intangible and include, but are not limited to, buildings, machineries, equipment, tools, spare parts, funds, software, know-how, data, patents and intellectual properties.

All Employees and Related Parties (if applicable) must use the assets of CDI Group appropriately and responsibly for the benefit of CDI Group only and shall be used in any way that is appropriate and justified. They shall also not let the assets of CDI Group be used by unauthorized person.

### Intellectual Properties of CDI Group

The intellectual properties of CDI Group in this Code of Conduct shall include, but are not limited to, patents, trademarks, know-how, formulas and trade secrets owned by CDI Group or legally used by CDI Group in its businesses and operations.

All Employees and Related Parties must protect the intellectual properties of CDI Group from violation of use and unauthorized disclosure by using the intellectual properties of CDI Group reasonably.

All Employees and Related Parties must also not make a decision concerning the origin of intellectual properties of CDI Group, its application and use, without proper understanding of the matter. All Employees and Related Parties must not copy, alter, or do anything to the intellectual properties of CDI Group for personal benefit and/or any other unauthorized purpose unless with the permission from CDI Group's management.



# Safeguarding Information and Assets <sup>2 of 3</sup>

## Information Technology (IT) and Communication Facilities

The definition of IT and Communications Facilities are personal computers, laptops, mobile devices, networks, software, email, data, business applications, office phones, intranets and other devices. CDI Group's management places great importance on information security. IT and Communications Facilities systems that support business activities are important business assets. Their availability, integrity and confidentiality are essential to maintaining our competitive edge, profitability, legal compliance and the company's image.

All Employees and Related Parties (if applicable) must comply with CDI Group's IT User & Security Policy, including compliance with all relevant laws and regulations.

## Personal Data

As part of the information protection, CDI Group respects personal data privacy and it shall be protected from violations that are caused by the use of personal information, such as name and contact details, employment and financial information, health-related, career-related or other kinds of data by the unauthorized parties.

All Employees and Related Parties (if applicable) must protect all personal data of Employees or Related Parties that are being held or maintained by the relevant department and shall make public disclosure or transfer of an Employee or a Related Party's personal data only upon the consent of the Employee or Related Party concerned.

All Employees and Related Parties (if applicable) must also limit the use and disclosure of personal data on Employees and others in contact with CDI Group only for a very necessary benefit.





# Safeguarding Information and Assets <sup>3 of 3</sup>

## Record Management

Records contain information that proves CDI Group's business activity or anything required for legal, taxation and accounting purposes. Records refer to, but are not limited to, contracts, audit reports, financial information, product specifications, corporate policies, guidelines and procedures as well as minutes of meetings.

All Employees and Related Parties (if applicable) must record and report information accurately, fairly and honestly, according to the actual facts, and should it be done in accordance with the guideline established by CDI Group as well as the applicable laws.

All Employees and Related Parties (if applicable) must understand which information is a record, therefore, it can be properly managed and stored. They shall also protect the record storage from any misuse, interference or access by unauthorized persons and shall not destroy documents without knowing the details contained therein.





# Communication





# Communication

## Business Communication

CDI Group's business communication, including any form of external or internal communication, marketing of the brand, CDI Group's brand and logo usage, must be properly managed to protect CDI Group's reputation.

All business communication by Employees within CDI Group or with a third party should follow CDI Group's business communication policy and should consider the ethics of business communication. This provision applies to every kind of correspondences including but not limited to mail, electronic documents, websites, social media tools, paper documents, facsimile and voice mail recordings.

All Employees and Related Parties must ensure that their business communications are necessary and appropriate, not misleading, do not contain speculative opinions and do not exaggerate. All Employees and Related Parties must also ensure that they adhere to all applicable rules and follow all CDI Group's guidelines. The Employees shall consult with their superior or relevant department before delivering a message on behalf of CDI Group to external parties.

## Public Disclosure

CDI Group, as a publicly listed company, must provide the public with information about its business and finance. Information disclosed must be true, accurate, consistent and not misleading. Any written or oral communication made publicly on behalf of CDI Group is a public disclosure.

Employees are not allowed to speak on behalf of CDI Group to the public on any topic unless they are certain that the views they are expressing are those of CDI Group, and it is CDI Group's desire that such views be publicized and disseminated.

CDI Group has selected and appointed individuals to speak on the organization's behalf to the media, investors, analysts and other stakeholders that are regulated in the internal and external communication guideline that must be followed by all Employees.

All Employees and Related Parties (if applicable) must follow the prevailing CDI Group's disclosure policy before making public disclosure and shall ensure the information disclosed to the public on behalf of CDI Group is true, accurate, consistent and not misleading. They shall not disclose any confidential information of CDI Group without the approval of CDI Group's management.

All Employees and Related Parties (if applicable) must not delay the delivery of important information that can damage CDI Group's reputation. In addition, they shall not engage with media and/or the investment community without clearance from CDI Group's management.



# Consultation and Reporting Mechanism





# Consultation and Reporting Mechanisms

All Employees and Related Parties have responsibilities to learn about and comply with the Code of Conduct, other policies, procedures and laws applicable to their work.

If Employees or Related Parties are about to engage in a situation that is suspected to be in conflict with the Code of Conduct, please ask yourself the following questions:

- a.** How is the actual situation? Is it a fact, an opinion or a rumor?
- b.** Is it already consistent with the Code of Conduct?
- c.** Will you or CDI Group be harmed or damaged if you make such decision

If Employees and Related Parties are still in doubt after asking themselves the above questions, then they can raise questions or seek guidance from their direct superior or the Whistleblower Channels.

We encourage the Employees and Related Parties to report any known or suspected violations of the Code of Conduct, policies, laws or other requirements to their direct superior or through the Whistleblower Channels. Bear in mind that a report submitted may save other Employees or Related Parties or even CDI Group's reputation.

## Whistleblower Channels:

*Email address:*

corporatesecretary.cdi@capcx.com

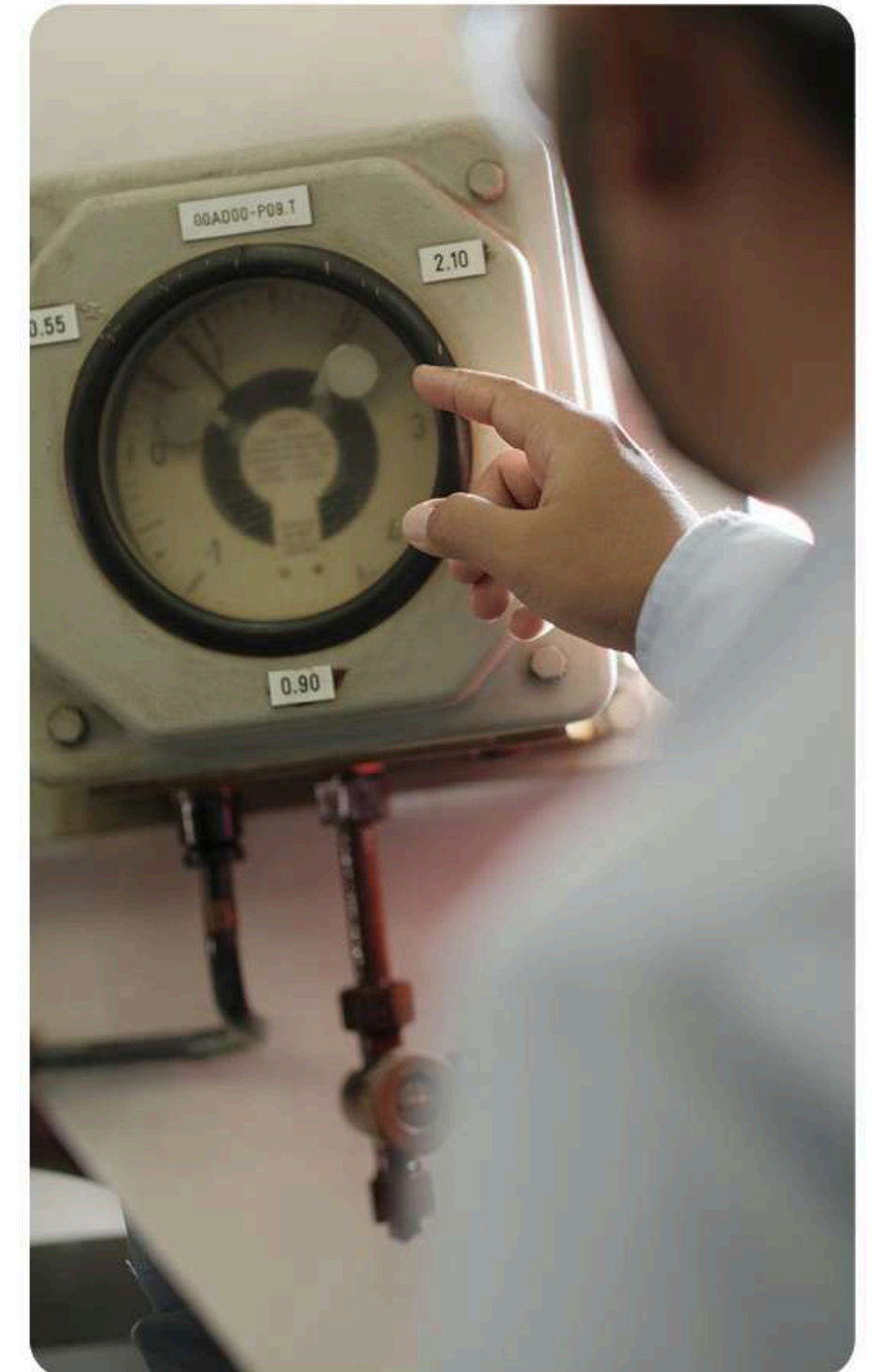
*Hotline Phone Number:*

021-5307950

*Dropbox Address:*

## Legal and Corporate Secretary Division

Wisma Barito Pacific Tower A, 5th Floor. Jalan Let. Jend. S. Parman Kav. 62-63. Jakarta 11410 Indonesia





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## Digital Platform

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