

**WHISTLEBLOWING SYSTEM:****Confidentiality of Whistleblowers**

As Bank Mandiri's commitment to maintaining the confidentiality of reporting data, the Bank provides:

1. Guarantee on the confidentiality of the whistleblower identity.
2. Guarantee for the confidentiality of the contents of the report submitted by the whistleblower.

Protection for Whistleblowers

Protection of Employees who submit reports containing information related to disciplinary violations and breaches of applicable stipulations/regulations, as long as the information submitted by the Employee is true, according to the facts and does not constitute a false report including no involvement of the whistleblower.

Types of Violations that can be Reported

Reports that can be submitted through WBS-LTC, among others, are:

Reports that can be submitted through the WBS-LTC include the following:

1. Fraud, which consists of:
 - a. Corruption
 - b. Misuse of assets

- c. Fraudulent financial reporting
- d. Fraud
- e. Disclosure of confidential information
- f. Other actions equated to fraud in accordance with prevailing laws and regulations

2. Non-Fraud, which includes actions other than fraud, such as:

- a. Violations of the Code of Conduct, Business Ethics, Respectful Workplace Policy (RWP), or implementation of other employment regulations.
- b. Employee complaints, customer/non-customer complaints, and/or ideas/suggestions for improving products, services, and business processes.

Dissemination of WBS-LTC

To enhance understanding of the WBS-LTC at all levels within the organization, Bank Mandiri consistently and continuously conducts socialization efforts through various methods. These include displaying posters on employees' PC screensavers, email blasts, the Mandiri Magazine, elevator lobbies at Plaza Mandiri, and utilizing print media, ensuring that the WBS-LTC becomes more effective in the future.

WBS-LTC Reporting Mechanism