INNOVATION FOR SUSTAINABLE HEALTH CARE









2025

Laporan Keberlanjutan

Sustainability Report

PT Prodia Widyahusada Tbk.

Inovasi untuk Layanan Kesehatan Berkelanjutan

Innovation for Sustainable Health Care

Inovasi untuk Layanan Kesehatan Berkelanjutan mencerminkan komitmen PT Prodia Widyahusada Tbk (selanjutnya disebut "Prodia", "Perseroan", atau "Kami") dalam menjadikan inovasi sebagai landasan utama penyediaan layanan kesehatan yang berkelanjutan. Melalui pemanfaatan teknologi diagnostik terkini, digitalisasi layanan, serta penguatan riset dan pengembangan, Prodia meningkatkan kualitas, akurasi, dan aksesibilitas layanan kesehatan bagi masyarakat. Tema ini menegaskan bahwa inovasi tidak hanya berfokus pada aspek klinis, tetapi juga pada penerapan praktik bisnis yang bertanggung jawab terhadap lingkungan, sosial, dan tata kelola melalui efisiensi energi, pengelolaan limbah medis yang aman, pengembangan sumber daya manusia, serta tata kelola yang transparan dan beretika, guna menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

Innovation for Sustainable Health Care reflects the commitment of PT Prodia Widyahusada Tbk ("Prodia," the "Company," or "We") to positioning innovation as the foundation of sustainable healthcare delivery. Through the adoption of advanced diagnostic technologies, service digitalization, and strengthened research and development, Prodia enhances the quality, accuracy, and accessibility of healthcare services. This theme underscores that innovation extends beyond clinical excellence to responsible environmental, social, and governance practices, including energy efficiency, safe medical waste management, human capital development, and transparent, ethical governance, to create long-term value for all stakeholders.

Pernyataan

Laporan Keberlanjutan ini berisikan pernyataan-pernyataan kinerja ekonomi, lingkungan, sosial, dan tata kelola, serta strategi Perseroan yang digolongkan sebagai pernyataan ke depan dalam pengertian perundang-undangan yang berlaku, kecuali hal-hal yang bersifat historis. Pernyataan-pernyataan tersebut bersifat prospektif yang memiliki risiko dan ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang tertulis dalam pernyataan-pernyataan tersebut.

Pernyataan prospektif dalam Laporan Keberlanjutan ini dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan kondisi mendatang dari Perseroan, serta lingkungan bisnis, tempat Perseroan menjalankan kegiatan usaha. Perseroan tidak menjamin bahwa segala tindakan yang telah diambil untuk memastikan keabsahan dokumen ini akan membawa hasil-hasil tertentu sesuai harapan. Penulisan angka-angka pada seluruh tabel dan grafik menggunakan notasi Bahasa Indonesia. Adapun desain *Artificial Intelligence* (AI) dalam laporan ini diambil dari berbagai sumber internet.

Disclaimer

This Sustainability Report contains statements on economic, environmental, social, and governance performance, as well as the Company's strategies, which are considered to be forward-looking statements under applicable laws, except for historical matters. These forward-looking statements involve risks and uncertainties, which may cause actual outcomes to differ materially from those described in such statements.

The forward-looking statements in this Sustainability Report are made based on various assumptions about the current and future conditions of the Company, as well as the business environment where the Company operates. The Company does not guarantee that all actions taken to ensure the authenticity of this document will yield specific results as expected. Numerical values in all tables and graphs are presented using the Indonesian language notation. The Artificial Intelligence (AI) designs in this report are taken from various internet sources.

Daftar Isi
Table of Contents

Capaian Keberlanjutan Sustainability Highlight	**4**
Visi, Misi, dan Nilai Perusahaan Vision, Mission and Company Value	**6**
Strategi dan Kebijakan Keberlanjutan Sustainability Strategy and Policy	**8**
Pengungkapan Informasi Keuangan terkait Keberlanjutan dan Iklim Sustainability and Climate-Related Financial Disclosures	**12**
Ikhtisar Kinerja Keberlanjutan Sustainability Performance Overview	**26**
Penjelasan Direksi Message from the Board of Directors	**32**
Tentang Laporan Keberlanjutan About the Sustainability Report	**42**
Tentang Prodia About Prodia	**57**
Kinerja Ekonomi Economic Performance	**66**

Kinerja Pengelolaan Lingkungan
Environmental Performance Management

Pengadaan Berkelanjutan Sustainable Procurement	**77**
Pengelolaan Lingkungan Environmental Management	**80**

Kinerja Pengelolaan Sosial
Social Management Performance

Dukungan untuk Kesehatan Masyarakat Support for Community Health	**94**
Kesejahteraan dan Perlindungan Pekerja Employee Well-being and Protection	**107**
Pelatihan dan Pengembangan Kemampuan Pekerja Employee Training and Competency Development	**113**
Keselamatan dan Kesehatan Pelanggan Customer Health and Safety	**118**
Menciptakan Lingkungan Kerja Layak dan Aman Creating a Decent and Safe Working Environment	**121**

Kinerja Tata Kelola Keberlanjutan
Sustainability Governance Performance

Tata Kelola Keberlanjutan Sustainability Governance	**129**
Etika Bisnis, Kepatuhan Hukum, dan Regulasi Business Ethics, Legal Compliance, and Regulation	**134**
Privasi dan Pelindungan Data Pelanggan Privacy and Protection of Customer Data	**142**
Referensi POJK No. 51/POJK.03/2017 atau SEOJK No. 16/ SEOJK.04/2021, Indeks Isi Standar GRI dan SASB: *Health Care Delivery*, serta Pelaporan ESG Sistem Pelaporan IDX POJK No. 51/POJK.03/2017 or SEOJK No. 16/ SEOJK.04/2021 References, GRI Standards and SASB: Health Care Delivery, and ESG Reporting Indicators IDX Reporting System	**145**
Lembar Umpan Balik Feedback Form	**159**



Capaian Keberlanjutan
Sustainability Highlight

Ekonomi
Economy [B.1]

1,31%
Peningkatan Pendapatan
Income Increase

20,94 juta million
Jumlah Volume Tes
Total Volume of Tests

888 ribu thousand
Jumlah Pelanggan Baru
Total New Customer

148 ribu thousand
Home Service

Memperluas jangkauan layanan ke Timor Leste, Taiwan, dan Malaysia
Expanding Service to Timor Leste, Taiwan, and Malaysia

37%
Peningkatan Transaksi di U by Prodia
Increase in Transaction on U by Prodia

70%*
Peningkatan Jumlah Pengunduh U by Prodia
Increase in the U by Prodia Downloaders

*Termasuk total migrasi dari aplikasi sebelumnya (Prodia Mobile) hingga 2025.
*Includes total migration from the previous application (Prodia Mobile) until 2025.

2,79 juta million
Jumlah Kunjungan Pelanggan
Number of Customer Visits

30%
Pengambilan bagian pada bidang terapi regeneratif berbasis sel punca PT Prodia Stemcell Indonesia
Acquisition of a stake in the stem cell–based regenerative therapy sector of PT Prodia Stemcell Indonesia

Lingkungan
Environment [B.2]

5,87%
Pengurangan Emisi
Reduction in Emissions

0,30%
Pemakaian Energi Terbarukan
Use of Renewable Energy

45 cabang branches
Telah memiliki IPAL
Have WWTPs

>863.000 hasil | results atau | or **71,5%**
dari hasil digital yang telah diberikan
from the digital results that have been provided

Penggunaan *Online* Hasil Pemeriksaan Lab
Online Use of Lab Test Results

Rp685 juta | million atau | or **42,05%**
Penghematan Penggunaan Kertas dan Amplop Hasil Pemeriksaan Tes Lab
Paper and Envelope of Lab Test Results Usage Reduction



6 unit
Penggunaan kendaraan listrik untuk operasional di Kantor Pusat
Use of electric vehicle (EVs) for operations at the Head Office

200
Karyawan menjadi Eco-Champion, yang merupakan perwakilan di setiap bagian Prodia untuk mendorong praktik ramah lingkungan
Employees designated as Eco-Champions, representing each Prodia divisions to promote environmentally-friendly practices



Sosial
Social [B.3]

0
Kecelakaan Fatal
Fatalities

83%
Employee Satisfaction Index (ESI)

33,03 jam hours
Rata-rata Jam Pelatihan per Total Peserta
Average Training Hours per Total Participant

100%*
Karyawan telah melakukan MCU
Employees have undergone MCU

*Sesuai program perusahaan.
*According to company program.

>Rp1,37 miliar billion
Biaya TJSL untuk 20 program dengan >30.000 penerima manfaat
CSR costs for **20** programs benefiting >**30,000** recipients

95,59%
Customer Satisfaction Score (CSAT)



73,81%
Karyawan merupakan perempuan
of employee are women

63,03%
Perempuan dalam Posisi Senior Manager & Executive Level
Women in Senior Manager & Executive-Level Positions

60%
Perempuan dalam Jajaran Direksi dan Dewan Komisaris
Women in the Board of Directors and Board of Commissioners

Tata Kelola
Governance

100%
penanganan pengaduan pelanggan terselesaikan
customer complaints successfully resolved

Tidak adanya pelanggaran hukum, sanksi, dan/atau denda
No legal violations, sanctions, and/or fines

PRDA tercatat dalam ESG Quality 45 IDX KEHATI dan ESG Sector Leaders IDX KEHATI
PRDA listed in the ESG Quality 45 IDX KEHATI and ESG Sector Leaders IDX KEHATI indices

Prodia masuk ke dalam Tim Tanggap Insiden Siber (TTIS/CSIRT) Nasional yang diresmikan oleh Badan Siber dan Sandi Negara (BSSN).
Prodia has joined the National Cyber Incident Response Team (TTIS/CSIRT) established by the National Cyber and Crypto Agency (BSSN).

IT & Keamanan Data: ISO 27001 - Sistem Manajemen Keamanan Informasi
IT & Data Security: ISO 27001 – Information Security Management

Kualitas Mutu Layanan: College of American Pathologists (CAP), SNI ISO 9001:2015 (Sistem Manajemen Mutu), SNI ISO 15189:2022 (Akreditasi Laboratorium Medis), SNI ISO 17025:2017 (Akreditasi Laboratorium Pengujian dan Kalibrasi), dan ISO 45001:2018 (Sistem Manajemen K3)
Service Quality: College of American Pathologists (CAP), SNI ISO 9001:2015 (Quality Management System), SNI ISO 15189:2022 (Medical Laboratory Accreditation), SNI ISO 17025:2017 (Testing and Calibration Laboratory Accreditation), and ISO 45001:2018 (OHS Management System)

Visi, Misi, dan Nilai Perusahaan [C.1]
Vision, Mission, and Company Value

Visi Vision

1. **Layanan Kesehatan Terpercaya menunjang Pengobatan Generasi Baru (*Transforming toward reliable Next Generation Health Care*)**
2. **Sebagai "*Center of Excellence*"**

1. Being a Reliable Healthcare Service to support the New Generation of Medical Treatment (Transforming toward reliable Next Generation Health Care)
2. As a "Center of Excellence"

Misi Mission

1. **Untuk DIAgnosa yang Lebih Baik**
2. **Untuk si DIA yang Bergabung dengan Prodia**

1. For a Better DIAgnosis
2. For DIA that Joins Prodia



Nilai-nilai Keberlanjutan
Sustainability Values

Mengutamakan pelanggan | To prioritize customers

Prodia mengutamakan pentingnya pelanggan sebagai kunci keberhasilan dan keberlangsungan bisnis. Untuk itu, Prodia mengutamakan pelayanan terhadap pelanggan dengan menyediakan layanan kesehatan yang terpercaya.

Prodia prioritizes the importance of customers as the key to success and business sustainability. Therefore, Prodia emphasizes service to customers by providing reliable healthcare services.

Mengutamakan mutu | To prioritize quality (Quality as a Way of Life)

Prodia mengutamakan bisnis yang berorientasi terhadap mutu hasil, mutu layanan, dan penciptaan budaya *total quality management*.

Prodia prioritizes a business that is oriented towards the quality of results, service quality, and the creation of a total quality management culture.

Menjaga keseimbangan: bisnis & ilmu, bekerja-belajar-kebersamaan
To maintain the business balance: business & science, work-learn-togetherness

Prodia mengutamakan keseimbangan bisnis dan pembelajaran dengan melaksanakan

Prodia prioritizes the balance between business and learning by implementing business and laboratory

pengembangan bisnis dan ilmu kedokteran laboratorium, serta pelayanan kesehatan dengan memperhatikan kepentingan semua pemangku kepentingan. Prodia mengusung tema "*Learn Well, Work Well & Play Well*", yaitu belajar dengan baik (serius), bekerja dengan baik (berhasil & tuntas), dan santai (gembira) namun tetap bersemangat dan tidak jenuh dalam melaksanakan tugas.

medical science, as well as healthcare services, considering the interests of all stakeholders. Prodia embraces the theme "Learn Well, Work Well & Play Well," which means learning well (seriously), working well (successfully & thoroughly), and relaxing (joyful) but still being enthusiastic and not bored in carrying out tasks.

Memiliki semangat '*The Spirit of* Prodia' | To have 'The Spirit of Prodia'

Prodia terus mengobarkan semangat untuk melaksanakan Misi Perseroan yang luhur, meraih sukses, mengembangkan diri, dan mewujudkan impian menjadi kenyataan.

Prodia continues to ignite the spirit to carry out the noble Mission of the Company, achieve success, develop oneself, and make dreams come true.

Sikap mental positif | Positive mental attitude

Prodia menjunjung sikap mental yang positif dengan menjalankan komitmen untuk melaksanakan tugas lebih baik daripada kemarin, disiplin, korek, gesit, berorientasi pada hasil, produktif, taat terhadap asas serta konsisten dengan visi, misi, dan nilai-nilai Perseroan.

Prodia upholds a positive mental attitude by committing to perform tasks better than yesterday, being disciplined, proactive, goal-oriented, productive, adhering to principles, and consistent with the Company's vision, mission, and values.

Kekompakan tim | HPTs: High Performing Teams

Prodia menjunjung tinggi nilai kebersamaan "*We Are All In This Together*", yaitu memahami bahwa seluruh insan Perseroan merupakan satu keluarga besar dan menumbuhkan rasa bangga menjadi bagian dari Prodia.

Prodia highly values the sense of togetherness "We Are All In This Together," understanding that all members of the Company are one big family and fostering pride in being part of Prodia.

Keterbukaan | Openness

Prodia mengutamakan keterbukaan dengan menghilangkan konsep "*Nobody Ever Tells Me Anything*" (NETMA) dan saling memberikan informasi terkait apa yang terjadi di sekitar. Prodia juga mengedepankan keterbukaan komunikasi antara superior dan sub-ordinat, serta melaksanakan *Management by Wandering Around* (MBWA) yang mudah dihubungi.

Prodia prioritizes openness by eliminating the concept of "Nobody Ever Tells Me Anything" (NETMA) and providing information about what is happening around. Prodia also emphasizes open communication between superiors and subordinates and implements Management by Wandering Around (MBWA) that is easily accessible.

Strategi dan Kebijakan Keberlanjutan [A.1][2-22]
Sustainability Strategy and Policy

Visi dan Misi Keberlanjutan [C.1]
Sustainability Vision and Mission

Visi Vision

Menjadi Penyedia Kesehatan Terpercaya, Meningkatkan Kesejahteraan Bangsa melalui Integrasi Lingkungan, Sosial, dan Tata Kelola.

To be a Trusted Healthcare Provider, Enhancing the Nation's Welfare through Environmental, Social, and Governance Integration.

Misi Mission

1. **Memperluas layanan kesehatan dengan diagnosa terpercaya dan terpadu, sejalan dengan kemajuan ilmu pengetahuan dan inovasi di bidang kesehatan.**
2. **Membangun keterlibatan proaktif pemangku kepentingan Prodia untuk mendukung layanan kesehatan yang andal dan unggul.**
3. **Meningkatkan kontribusi pada lingkungan dan masyarakat melalui inisiatif tanggung jawab sosial dan lingkungan.**
4. **Menerapkan manajemen bisnis yang efisien dan efektif, mempertimbangkan aspek lingkungan, sosial, dan tata kelola dalam operasional.**

1. Expand healthcare services with reliable and integrated diagnostics, aligned with advances in science and innovation in the healthcare field.
2. Foster proactive engagement of Prodia stakeholders to support reliable and superior healthcare services.
3. Increase contributions to the environment and society through social and environmental responsibility initiatives.
4. Implement efficient and effective business management, considering environmental, social, and governance aspects in operations.

Cetak Biru Keberlanjutan
Sustainability Blueprint

Prodia merespon dan mengelola isu-isu keberlanjutan sesuai Cetak Biru Keberlanjutan (*Sustainability Blueprint*) 2024-2030. *Sustainability Blueprint* disusun berdasarkan kepatuhan pada peraturan, perundang-undangan, serta mempertimbangkan prinsip-prinsip Tanggung Jawab Sosial Lingkungan (TJSL) berdasarkan ISO 26000 *Guidance on Social Responsibility* untuk mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB).

Prodia addresses and manages sustainability issues in alignment with the 2024–2030 Sustainability Blueprint. This strategic framework was developed in compliance with prevailing laws and regulations, while integrating the principles of Environmental and Social Responsibility as defined by ISO 26000: Guidance on Social Responsibility. These efforts are intentionally designed to bolster the achievement of the Sustainable Development Goals (SDGs).

Peta Jalan Keberlanjutan

Pelaksanaan *Sustainability Blueprint* 2024-2030 diwujudkan dalam Peta Jalan Keberlanjutan, sebagai acuan menjalankan inisiatif-inisiatif keberlanjutan Perseroan. Peta Jalan Keberlanjutan terbagi dalam tiga fase atau tahapan.

Sustainability Roadmap

The implementation of the 2024–2030 Sustainability Blueprint is implemented through a Sustainability Roadmap, which serves as the definitive reference for executing sustainability initiatives of the Company. This roadmap is structured into three distinct phases.

Fase 1
Phase 1
2024-2025

Tahapan pengintegrasian aspek LST ke dalam proses bisnis Perseroan. Pada fase ini, Prodia berfokus untuk meningkatkan pemahaman dalam menerapkan kinerja keberlanjutan. Pada fase ini, juga dilakukan pengintegrasian kebijakan dan prosedur Perseroan agar selaras dengan prinsip-prinsip keberlanjutan.

The phase of integrating ESG aspects into the Company's business processes. In this phase, Prodia focuses on enhancing understanding in implementing sustainability performance. This phase also involves integrating Company policies and procedures to align with sustainability principles.

Fase 2
Phase 2
2026-2028

Aspek LST telah terintegrasi dalam proses bisnis Perseroan yang tergambar dari inisiatif-inisiatif yang telah dijalankan. Pada fase ini, Perseroan melakukan evaluasi atas implementasi inisiatif LST agar dapat dijalankan lebih terukur sesuai dengan target dan tujuan keberlanjutan Perseroan.

ESG aspects have been integrated into the Company's business processes, as reflected in the initiatives that have been implemented. In this phase, the Company evaluates the implementation of ESG initiatives to ensure they are carried out more effectively in line with sustainability targets and objectives.

Fase 3
Phase 3
2029-2030

Perseroan telah melaksanakan praktik bisnis yang lebih berkelanjutan dengan integrasi kinerja LST yang diharapkan dapat diimplementasikan secara konsisten.

The Company has implemented more sustainable business practices by integrating ESG performance, which is expected to be consistently applied.



Strategi dan Kebijakan Keberlanjutan

Prodia juga menjalankan Kebijakan Keberlanjutan dan Strategi Keberlanjutan yang terbagi ke dalam 4 pilar PRO-D-I-A, yang disusun berdasarkan hasil analisis risiko, strategi, kesempatan usaha dan inisiatif-inisiatif Perseroan.

Sustainability Strategy and Policy

Prodia also enforces a Sustainability Policy and Strategy consisting of four pillars PRO-D-I-A, which were formulated based on a comprehensive analysis of the Company's risks, strategic priorities, market opportunities, and corporate initiatives.

PROMOTING HEALTHCARE SERVICES FOR ALL



Memberikan yang terbaik dan terpercaya kepada pelanggan melalui layanan yang berorientasi pada mutu serta sejalan dengan semangat perkembangan ilmu pengetahuan. Melalui pilar ini, Prodia memastikan adanya layanan yang mendukung kesehatan dan kesejahteraan bersama. Penerapan pilar ini selama 2025 disampaikan di halaman 94 pada bahasan Dukungan untuk Kesehatan Masyarakat.

Providing the best and most trusted service to customers through quality-oriented services that align with the spirit of scientific development. Through this pillar, Prodia ensures services that support health and welfare for all. The implementation of this pillar in 2025 is described on page 93 under the Support for Community Health section.

DEVELOPING GOOD CORPORATE GOVERNANCE



Membangun tata kelola yang berintegritas dan berkelanjutan dengan mengedepankan kepatuhan pada peraturan perundang-undangan yang berlaku. Melalui pilar ini, Prodia menerapkan prinsip tata kelola dan standar etika bisnis bagi karyawan. Penerapan pilar ini selama 2025 disampaikan di halaman 128 pada bahasan Tata Kelola Keberlanjutan.

Building governance with integrity and sustainability by prioritizing compliance with applicable laws and regulations. Through this pillar, Prodia implements governance principles and business ethics standards for employees. The implementation of this pillar in 2025 is described on page 128 under the Sustainability Governance section.

INVOLVING PEOPLE



Meningkatkan kesehatan dan kesejahteraan karyawan serta masyarakat melalui program-program pengembangan dan edukasi karyawan, serta pemberdayaan masyarakat secara berkelanjutan. Melalui pilar ini, Prodia memastikan lingkungan kerja yang sehat, nyaman, inklusif, adil dan melibatkan pemangku kepentingan untuk memastikan keberlanjutan. Penerapan pilar ini selama 2025 disampaikan di halaman 121 pada bahasan Menciptakan Lingkungan Kerja yang Layak dan Aman.

Improving the health and welfare of employees and the community through employee development and education programs, as well as sustainable community empowerment. Through this pillar, Prodia ensures a healthy, comfortable, inclusive, and fair work environment while engaging stakeholders to ensure sustainability. The implementation of this pillar throughout 2025 is presented on page 121 under the Creating a Decent and Safe Working Environment section.

ACTUALIZING SUSTAINABLE ENVIRONMENT



Meningkatkan pengelolaan lingkungan yang berkelanjutan dan bertanggung jawab sesuai dengan standar dan regulasi yang relevan dengan proses bisnis kesehatan. Melalui pilar ini, Prodia berupaya meminimalkan dampak negatif terhadap lingkungan. Penerapan pilar ini selama 2025 disampaikan di halaman 76 pada bahasan Kinerja Pengelolaan Lingkungan.

Enhancing sustainable and responsible environmental management in accordance with relevant standards and regulations in healthcare business processes. Through this pillar, Prodia strives to minimize negative impacts on the environment. The implementation of this pillar in 2025 is presented on page 76 under the Environmental Management Performance section.

Membangun Budaya Keberlanjutan [F.1]

Sesuai dengan Peta Jalan Keberlanjutan, pada Fase I Prodia mengintegrasikan budaya keberlanjutan melalui penerapan kinerja lingkungan, sosial, dan tata kelola (LST). Selama 2025, Prodia melakukan sosialisasi kepada seluruh Insan Prodia untuk meningkatkan kesadaran (*awareness*), keterlibatan (*engagement*), serta memastikan keberlanjutan (*retention*) penerapan LST:

1. Program *ESG Highlight* yang dilaksanakan setiap bulan untuk menyampaikan tujuan, capaian, dan rencana keberlanjutan Prodia, serta mendorong peran aktif seluruh Insan Prodia dalam mendukung inisiatif LST.

2. Diskusi rutin setiap bulan lintas departemen untuk mengevaluasi penerapan *Sustainability Blueprint*, disertai sosialisasi kepada Regional Head dan Regional Manager untuk memastikan implementasi prinsip keberlanjutan di seluruh wilayah, serta pelaporan bulanan Komite ESG kepada Direktur Utama.

3. Pelatihan LST melalui *Learning Management System* (LMS) Prodia *Corporate University* yang bertujuan meningkatkan pemahaman dan keterampilan Insan Prodia dalam menerapkan prinsip LST di berbagai aspek operasional Perseroan.
4. Prodia juga aktif menjalankan berbagai program keberlanjutan untuk meningkatkan kesadaran dan akses kesehatan masyarakat, antara lain melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL), webinar dan seminar edukasi kesehatan, serta *marketing scientific*. Uraian lebih lanjut mengenai kegiatan tersebut disajikan pada bagian Kinerja Pengelolaan Sosial.

Building Sustainability Culture [F.1]

In accordance with the Sustainability Roadmap, Prodia is currently in Phase I, focusing on integrating a culture of sustainability through the implementation of Environmental, Social, and Governance (ESG) standards. In 2025, Prodia conducted dissemination programs for all Prodia personnel to raise awareness, foster engagement, and ensure the retention of ESG practices across the organization:

1. The monthly ESG Highlight program is implemented to communicate Prodia's sustainability objectives, achievements, and plans, as well as to encourage the active participation of all Prodia employees in supporting ESG initiatives.
2. Monthly cross-departmental discussions are conducted to evaluate the implementation of the Sustainability Blueprint, accompanied by outreach and socialization to Regional Heads and Regional Managers to ensure the consistent application of sustainability principles across all regions, as well as monthly reporting by the ESG Committee to the President Director.
3. ESG training programs are delivered through the Prodia Corporate University Learning Management System (LMS), with the aim of enhancing employees' understanding and capabilities in applying ESG principles across various operational aspects of the Company.
4. Prodia also actively implements various sustainability programs to enhance public health awareness and access to healthcare, including through Corporate Social Responsibility (CSR) programs, health education webinars and seminars, as well as scientific marketing initiatives. Further details on these activities are presented in the Social Management Performance section.



Pengungkapan Informasi Keuangan terkait Keberlanjutan dan Iklim
Sustainability and Climate-Related Financial Disclosures

Kami melakukan penyesuaian atas topik material yang menjadi prioritas kinerja keberlanjutan Perseroan pada 2025 serta dukungan terhadap TPB. Melalui pendekatan uji materialitas ganda (*double materiality assessment*/DMA), kami mengidentifikasi dampak, risiko dan peluang dari kinerja keberlanjutan termasuk pengungkapan informasi keuangan terkait keberlanjutan dan iklim. Pengungkapan informasi disampaikan berdasarkan adopsi awal atas International Financial Reporting Standards (IFRS) Sustainability 1 (S1): *General Requirements for Disclosure of Sustainability-related Financial Information* dan Sustainability 2 (S2): *Climate-related Disclosures*, meliputi Tata Kelola, Strategi, Manajemen Risiko, serta Metrik dan Target.

We have adjusted the priority material topics of the Company's sustainability performance for 2025, alongside our support to the SDGs. We use a double materiality assessment (DMA) approach to identify the impacts, risks, and opportunities arising from our sustainability performance, including sustainability and climate-related financial disclosures. These disclosures are presented based on the early adoption of the International Financial Reporting Standards (IFRS) Sustainability 1 (S1): General Requirements for Disclosure of Sustainability-related Financial Information dan Sustainability 2 (S2): Climate-related Disclosures, encompassing the four pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Tata Kelola
Governance

Prodia belum memiliki tim khusus risiko iklim, namun Prodia telah membentuk badan khusus non-struktural untuk tata kelola keberlanjutan, yaitu Komite ESG, yang bertanggung jawab langsung kepada Direktur Utama untuk membantu Direksi dalam menjalankan dan mengawasi implementasi inisiatif ESG termasuk terkait iklim di Prodia. Sementara itu, pengawasan terhadap risiko dan peluang terkait iklim dilakukan oleh Tim Integrated Management System (IMS), yang bertanggung jawab kepada Direksi dan melaporkan kepada Dewan Komisaris untuk pengawasan lebih lanjut. Penerapan keberlanjutan termasuk terkait iklim dijalankan dengan berpedoman pada *Sustainability Blueprint* 2024-2030. [E.1][2-9][2-11]

While Prodia has yet to establish a dedicated climate risk team, the Company has established the ESG Committee as a non-structural body for sustainability governance, reporting directly to the President Director, this committee assists the Board of Directors in executing and overseeing the implementation of ESG initiatives, including climate-related matters at Prodia. Meanwhile, the oversight of climate-related risks and opportunities is carried out by the Integrated Management System (IMS) Team, which is accountable to the Board of Directors and reports to the Board of Commissioners for further oversight. The sustainability implementation, including climate-related actions, is guided by the 2024–2030 Sustainability Blueprint. [E.1][2-9][2-11]

Komite ESG dipimpin Ketua dengan anggota berjumlah tujuh personel dari lintas fungsi, dan bertanggung jawab kepada Direktur Utama. Keanggotaan Komite ESG dipilih berdasarkan pertimbangan pemahaman dan kompetensi keberlanjutan termasuk terkait iklim. [2-13]

The ESG Committee is led by a Chairperson and comprises seven members across various functions, all of whom report directly to the President Director. Membership in the ESG Committee is determined based on sustainability expertise and competencies, including climate-related proficiency. [2-13]

Keanggotaan Komite ESG dan Latar Belakang Kompetensi
ESG Committee Membership and Competence Background

No.	Nama Name	Jabatan Position	Latar Belakang Background
1.	Mona Lusia Br Manihuruk*	Head Office of Strategy Management	Memiliki keahlian dalam merancang dan mengimplementasikan strategi Perseroan, termasuk inisiatif keberlanjutan jangka panjang. Possesses expertise in designing and implementing corporate strategies, including long-term sustainability initiatives.
2.	Marina Eka Amalia	AVP Legal & Investor Relation | Corporate Secretary | Data Protection Officer	Memiliki kompetensi terhadap kepatuhan hukum dan regulasi, serta pengelolaan hubungan Perseroan dengan pemangku kepentingan eksternal. Possesses core competencies in legal and regulatory compliance, as well as in managing the Company's relations with external stakeholders.
3.	Chandra Agung Purnama	Office of Strategy Management	Memiliki keahlian dalam merancang dan mengimplementasikan strategi Perseroan. Possesses expertise in the formulation and implementation of corporate strategies.
4.	Chreistin Maylinda Tumbol	Facility Care - Health, Safety, Environment (HSE) & Asset Management Specialist	Memiliki kompetensi di bidang Keselamatan, Kesehatan, dan Lingkungan (K3L), serta pengelolaan aset untuk mendukung keberlanjutan dan efisiensi operasional. Possesses core competencies in Health, Safety, and Environment (HSE), as well as in asset management to support sustainability and operational efficiency.
5.	Made Putra Semadhi	Prodia National Reference Laboratory Head	Memiliki kompetensi untuk mendampingi persiapan dan pelaksanaan sertifikasi ISO, melakukan kajian terhadap standar global, serta mengurangi jejak karbon di fasilitas laboratorium. Possesses the competency to facilitate the preparation and implementation of ISO certifications, conduct benchmarking against global standards, and reduce the carbon footprint at laboratory facilities.
6.	Intan Wibawanti Masfufa	Partnership Manager	Memiliki kompetensi dalam menjalin kemitraan eksternal untuk mendukung dan memperluas inisiatif keberlanjutan Prodia. Possesses the competency to build external partnerships aimed at supporting and scaling Prodia's sustainability initiatives.
7.	Reskia Dwi Lestari	Marketing Communication Manager	Memiliki kompetensi untuk merancang dan mengelola komunikasi pemasaran terkait keberlanjutan, serta mempromosikan inisiatif LST Prodia kepada publik dan pemangku kepentingan melalui berbagai saluran komunikasi yang efektif. Possesses the competency to design and manage sustainability marketing communications, while promoting Prodia's ESG initiatives to the public and stakeholders through diverse and effective communication channels.

*Menjabat hingga November 2025.
*Term of office until November 2025.

No.	Nama Name	Jabatan Position	Latar Belakang Background
8.	Teguh Widiasmoro	Head of Corporate Finance & Internal Control	Memiliki kompetensi untuk mengelola pengawasan keuangan dan kontrol internal, serta memastikan implementasi keberlanjutan sejalan dengan kebijakan pengendalian dan pengelolaan risiko keuangan perusahaan. Possesses the competency to manage financial oversight and internal controls, while ensuring that sustainability implementation aligns with the Company's financial risk management and control policies.

Selama 2025, Prodia menyertakan Direksi, Dewan Komisaris, dan Komite ESG pada kegiatan pelatihan dan/atau pengembangan kompetensi keberlanjutan maupun terkait iklim, di antaranya: [E.2][2-17][102-3][G-05]

1. Pelaporan Keberlanjutan: Standar dan Implementasi Pembaruan Terkini Standar International Sustainability Standards Board (ISSB) yang dibawakan oleh Ikatan Akuntan Indonesia (IAI) pada tanggal 21-22 November 2025.
2. *Sharing Session mengenai* Penerapan *Double Materiality Approach* (DMA) serta IFRS S1 & S2 pada 23 Desember 2025 yang dibawakan oleh Trisakti Sustainability Center (TSC).

Komite ESG secara berkala mengadakan pertemuan bulanan dengan Direktur Utama untuk membahas penerapan keberlanjutan, termasuk risiko dan peluang perubahan iklim dengan mengacu pada *Sustainability Blueprint* Perseroan 2024-2030. Sepanjang 2025, pertemuan tersebut dilaksanakan sebanyak 12 kali.

Untuk menangkap peluang yang muncul akibat perubahan iklim, Prodia menghadapi potensi tantangan seperti peningkatan permintaan layanan diagnostik terkait masalah kesehatan yang dipicu oleh perubahan iklim, serta fluktuasi biaya energi dan gangguan pasokan bahan baku. Untuk memitigasi tantangan ini, Prodia mengimplementasikan inovasi efisiensi operasional, seperti pengurangan konsumsi energi di laboratorium dan logistik, guna menekan biaya operasional sekaligus mendukung keberlanjutan.

Throughout 2025, Prodia enrolled its Board of Directors, Board of Commissioners, and the ESG Committee in various training and competency development programs on sustainability and climate-related issues, which included: [E.2][2-17][102-3][G-05]

1. Sustainability Reporting: Standards and Implementation of the Latest Updates on the International Sustainability Standards Board (ISSB) Standards, delivered by the Indonesian Institute of Accountants (IAI) on 21–22 November 2025.
2. Sharing Session on the Implementation of the Double Materiality Approach (DMA) and IFRS S1 & S2, conducted by the Trisakti Sustainability Center (TSC) on 23 December 2025.

The ESG Committee regularly holds monthly meetings with the President Director to discuss the implementation of sustainability initiatives, including climate change–related risks and opportunities, with reference to the Company's Sustainability Blueprint 2024–2030. Throughout 2025, these meetings were conducted a total of 12 times.

To seize opportunities arising from climate change, Prodia addresses potential challenges such as the surge in demand for diagnostic services related to climate-induced health issues, alongside fluctuating energy costs and supply chain disruptions. Prodia mitigates these challenges by implementing operational efficiency innovations, including the reduction of energy consumption across laboratories and logistics, to optimize operating expenses while advancing sustainability.

Selain itu, Prodia mengelola risiko finansial dengan memanfaatkan sistem *Enterprise Resource Planning* (ERP) untuk memantau dan mengontrol kinerja keuangan sehingga dapat mengurangi risiko likuiditas yang berpotensi timbul dari gangguan operasional.

Prodia juga melakukan penilaian risiko iklim dan bencana di setiap area baru sebelum pembukaan cabang untuk memastikan alokasi modal yang tepat dan meminimalkan potensi kerugian. Langkah-langkah ini memastikan perusahaan dapat memanfaatkan peluang terkait iklim sekaligus mengelola risiko yang muncul dengan lebih efektif. Kami juga telah menerapkan sistem manajemen risiko untuk mengidentifikasi, menganalisis, mengelola, mencegah, memitigasi, dan mengevaluasi risiko-risiko usaha yang dapat menimbulkan dampak pada bisnis Perseroan. Sampai akhir periode pelaporan, kami sudah memetakan risiko dan peluang terkait iklim yang berpotensi memengaruhi finansial Perseroan. Namun demikian, kami belum menghitung nilai finansial yang ditimbulkan akibat risiko dan peluang tersebut untuk mengatasi hal tersebut. [2-12]

Kami menerapkan penilaian kinerja keberlanjutan termasuk terkait iklim, melalui target-target di dalam indikator kinerja kunci (*key performance indicators*/ KPI) di setiap fungsi Perseroan. Hasil penilaian KPI menjadi pertimbangan pengembangan karier setiap individu penanggung jawab, yang memiliki korelasi dengan remunerasi mereka sesuai prinsip meritokrasi.

Furthermore, the Company manages financial risks by leveraging its Enterprise Resource Planning (ERP) system to monitor and control financial performance, which can reduce liquidity risks that may arise from operational disruptions.

Prodia also conducts climate and disaster risk assessments for every new area prior to branch expansion to ensure prudent capital allocation and minimize potential losses. These measures enable the Company to capitalize on climate-related opportunities while managing arising risks more effectively. We have implemented a comprehensive risk management system to identify, analyze, manage, prevent, mitigate, and evaluate business risks that could impact the Company's business. As of the end of the reporting period, we have mapped climate-related risks and opportunities that may potentially affect the Company's financial performance. However, we have yet to count the financial impact of these risks and opportunities to address the matter. [2-12]

We implement sustainability performance assessments, including those related to climate, through targets within key performance indicators (KPIs) across all Company functions. The results of these KPI evaluations serve as a primary consideration for the career development of the respective individuals in charge, correlating with their merit-based remuneration.



Strategi
Strategy

Penerapan keberlanjutan yang dijalankan Prodia menghadirkan risiko dan peluang dari pengelolaan LST. Dari penerapan sistem manajemen risiko diketahui terdapat beberapa profil risiko yang dapat berdampak pada kinerja keberlanjutan dan memengaruhi prospek Perseroan di masa depan, yakni risiko terkait pengembangan bisnis, keuangan, dan operasional. Kami telah mengidentifikasi risiko iklim, baik risiko transisi yang berkaitan dengan perubahan regulasi serta teknologi menuju ekonomi rendah karbon; maupun risiko fisik terkait dampak langsung perubahan iklim. Namun demikian, kami belum melakukan penilaian ketahanan strategi terhadap skenario 2°C atau transisi ekonomi rendah karbon.

Prodia's sustainability implementation presents risks and opportunities from ESG management. Based on our risk management system, we have identified risk profiles that could impact our sustainability performance and influence the Company's future prospects, specifically in terms of business development, financial, and operational risks. Furthermore, we have identified climate-related risks, encompassing transition risks, associated with regulatory and technological shifts toward a low-carbon economy, as well as physical risks resulting from the direct impacts of climate change. However, we have yet to conduct a climate scenario analysis to assess the resilience of our strategy against a 2°C scenario or a low-carbon economic transition.

Berdasarkan profil risiko yang teridentifikasi dari sistem manajemen risiko Perseroan, kami memetakan peluang kinerja keberlanjutan termasuk terkait iklim. Terdapat beberapa peluang yang dapat memengaruhi prospek Prodia di masa depan, yakni peningkatan efisiensi sumber daya, termasuk pemanfaatan energi baru terbarukan (EBT), pengurangan jejak karbon, inovasi digital, penggunaan teknologi medis, pengembangan dan investasi dalam *research and development*, pengembangan produk dan layanan, dan perluasan akses ke pasar baru.

Based on the risk profiles identified through the Company's risk management system, we have mapped sustainability and climate-related performance opportunities. Several key opportunities have been identified that may influence Prodia's future prospects, including increased natural resource efficiency, adoption of new and renewable energy (NRE), carbon footprint reduction, digital innovation, medical technology application, expansion and investment in research and development (R&D), product and service development, and increased access to emerging markets.

Prodia telah mengambil langkah strategis untuk memperkuat keberlanjutan operasionalnya melalui pembentukan Tim Business Continuity Plan (BCP) yang terdiri dari BCP-Supply Chain dan BCP-Crisis Communication. Tim BCP-Supply Chain bertugas untuk memastikan kelancaran pasokan bahan baku dan produk dengan memetakan serta mengelola risiko yang dapat mengganggu rantai pasokan. Sementara Tim BCP-Crisis Communication fokus pada pengelolaan komunikasi yang jelas dan tepat waktu selama krisis untuk menjaga kepercayaan pemangku kepentingan.

Prodia has taken strategic measures to strengthen its operational sustainability by establishing a Business Continuity Plan (BCP) Team, comprising BCP-Supply Chain and BCP-Crisis Communication units. The BCP-Supply Chain unit is tasked with ensuring the seamless procurement of raw materials and products by mapping and managing risks that could disrupt the supply chain. Simultaneously, BCP-Crisis Communication Team focuses on managing clear and timely communication during crises to maintain stakeholder trust.

Kedua tim ini secara rutin memberikan pembaruan kepada manajemen, memastikan Prodia tetap dapat menjalankan operasional yang efektif meskipun menghadapi gangguan, serta meminimalkan dampak terhadap keberlanjutan bisnis.

Untuk mengelola dampak dan peluang tersebut, Prodia menerapkan strategi jangka pendek Top 10 ESG yang meliputi inisiatif-inisiatif dalam mengelola aspek LST. Penetapan 10 Inisiatif ESG Utama merupakan pendekatan jangka pendek pengelolaan kinerja keberlanjutan pada tahun berjalan. Adapun untuk jangka menengah, Prodia memiliki *Sustainability Blueprint* 2024-2030. Beberapa inisiatif dan target dalam 10 Inisiatif ESG Utama dan *Sustainability Blueprint* 2024-2030, ditujukan untuk mendukung upaya bersama mengendalikan perubahan iklim.

Both units provide regular updates to management, ensuring that Prodia maintains effective operations despite potential disruptions and minimizes any impact on business sustainability.

To manage these impacts and opportunities, Prodia implements the Top 10 ESG short-term strategy, which encompasses various initiatives in ESG management. While the Top 10 ESG Initiatives serves as a short-term approach to managing sustainability performance within the current year, Prodia has established the 2024–2030 Sustainability Blueprint for the medium-term. Several initiatives and targets in both the Top 10 ESG Initiatives and the 2024–2030 Sustainability Blueprint are specifically designed to support collective global efforts in climate change mitigation.



10 Inisiatif ESG Utama
Top 10 ESG Initiatives

01 Inisiatif Hasil Pemeriksaan Digital
Digital Test Result Initiatives

Meningkatkan efisiensi operasional dan mengurangi penggunaan kertas, serta mendukung keberlanjutan dengan mengurangi dampak lingkungan.

Improving operational efficiency and reducing paper consumption, while supporting sustainability by minimizing environmental impact.

02 Program Pemeriksaan Kesehatan Tahunan Karyawan
Employee Annual Medical Check Up Program

Memprioritaskan kesejahteraan karyawan dengan memberikan pemeriksaan kesehatan rutin, yang berdampak positif pada produktivitas dan kesehatan jangka panjang.

Prioritizing employee well-being by providing routine health screenings, which yields a positive impact on productivity and long-term health.

03 Inisiatif Bangunan Hijau
Green Building Initiatives

Mendukung pembangunan yang ramah lingkungan, mematuhi regulasi terkait emisi dan pengelolaan limbah, meningkatkan efisiensi energi dalam operasional, serta mengurangi jejak karbon Perseroan.

Advancing environmentally friendly development, complying with emission and waste management regulations, optimizing operational energy efficiency, and reducing the Company's carbon footprint.

04 Program Fasilitas Ramah Disabilitas
Disability-Friendly Facilities Program

Memastikan aksesibilitas bagi semua kalangan, termasuk penyandang disabilitas untuk meningkatkan inklusivitas sosial.

Ensuring accessibility for all, including people with disabilities, to foster and enhance social inclusivity.

05 Program Pengembangan Partisipasi Masyarakat
Community Involvement Development Programs

Memperkuat kontribusi sosial perusahaan dengan meningkatkan dampak positif bagi masyarakat, serta memperkuat hubungan antara Prodia dan komunitas tempat perusahaan beroperasi.

Strengthening the Company's social contribution by amplifying positive impacts on society and fostering deeper relationships between Prodia and the communities in which we operate.





Inisiatif Manfaat bagi Lansia
Elderly Benefits Initiative

06

Program ini bertujuan untuk deteksi dini, intervensi awal, dan meningkatkan kualitas hidup usia lanjut.

This program aims to facilitate early detection, enable early intervention, and improve the quality of life for the elderly.

07

Tingkat Kepatuhan terhadap Peraturan Tetap 100%, Tanpa Sanksi, Tanpa Surat Peringatan, dan Tanpa Denda
Compliance Rate to Regulation Remains 100%, Zero Sanction, Zero Warning Letter, and Zero Fines

Memastikan kepatuhan penuh terhadap regulasi yang berlaku untuk menjaga reputasi perusahaan dan menghindari risiko hukum.

Ensuring full compliance with applicable regulations to maintain the corporate reputation and avoid legal risks.

Pengelolaan Energi
Energy Management

08

Menjaga efisiensi biaya operasional dengan mengendalikan biaya energi, yang berkontribusi pada pengurangan biaya keseluruhan dan mendukung keberlanjutan dalam jangka panjang.

Maintaining operational cost efficiency by controlling energy expenditures, which contributes to overall cost reduction and supports long-term business sustainability.

Pengelolaan Energi
Energy Management

09

Mengurangi biaya bahan bakar dengan mengalihkan sebagian armada perusahaan ke kendaraan listrik untuk mendukung upaya pengurangan emisi karbon.

Reducing fuel expenses by converting a portion of the corporate fleet to electric vehicles (EVs) to supports carbon emission reduction efforts.

Pengelolaan Limbah Laboratorium
Laboratory Waste Management

10

Meminimalkan dampak lingkungan dari limbah bahan berbahaya dan beracun (B3), mengoptimalkan pengelolaan sampah laboratorium, dan memastikan kepatuhan terhadap regulasi lingkungan.

Minimizing the environmental impact of hazardous and toxic waste, optimizing laboratory waste management, and ensuring compliance with environmental regulations.

Dalam jangka menengah dan panjang Prodia memperkuat kinerja keberlanjutan melalui strategi memacu kinerja layanan digital berbasis aplikasi "U by Prodia", memperluas layanan terapi regeneratif berbasis sel punca melalui pembelian saham PT Prodia StemCell Indonesia (ProSTEM) dan mengefektifkan rantai pasok reagen dengan berinvestasi pada PT Prodia Diagnostic Line (Proline). Teknologi digital akan meningkatkan efisiensi, mempercepat akses layanan, dan memperkuat integrasi ekosistem kesehatan nasional. Investasi pada ProSTEM akan memperkuat layanan untuk membantu mengatasi masalah kesehatan akibat iklim, sementara keberadaan Proline akan meminimalkan gangguan rantai pasokan sebagai akibat dari perubahan cuaca maupun dampak lain disebabkan iklim.

Over the medium and long term plan, Prodia is strengthening its sustainability performance through several strategies: boosting the digital service performance of 'U by Prodia' application, expanding stemcell-based regenerative therapy services by purchasing shares in PT Prodia StemCell Indonesia (ProSTEM), and streamlining the reagent supply chain by investing in PT Prodia Diagnostic Line (Proline). Digital technology is expected to improve efficiency, accelerate service access, and strengthen the integration of the national health ecosystem. Investment in ProSTEM will strengthen services to help address climate-related health issues, while the presence of Proline will minimize supply chain disruptions caused by extreme weather patterns or other climate-induced impacts.

Prodia memahami penerapan strategi keberlanjutan termasuk aspek-aspek terkait iklim, akan berpengaruh pada keuangan Perseroan. Selama 2025, berbagai langkah strategis yang dijalankan memberikan pengaruh positif terhadap kinerja keuangan Perseroan. Kami mampu menjaga posisi keuangan dan memastikan berlangsungnya investasi berkelanjutan yang akan memperkuat model bisnis berbasis kebutuhan pelanggan dan akselerasi digitalisasi. Dalam jangka panjang, investasi berkelanjutan menjadi fondasi Prodia menuju *green laboratory* sebagai fase lanjutan dari penerapan keberlanjutan yang juga menyertakan aspek-aspek terkait iklim.

Prodia recognizes that the implementation of its sustainability strategy, including climate-related aspects, directly influences the Company's financial performance. Throughout 2025, various strategic initiatives have generated a positive impact on our financial results. We have successfully maintained a robust financial position while ensuring continuous sustainable investments that strengthen our customer-centric business model and accelerate digital transformation. In the long term, these sustainable investments serve as the foundation for Prodia's transition toward a 'green laboratory,' marking an advanced phase of our sustainability journey that comprehensively incorporates climate-related considerations.



Manajemen Risiko Iklim
Climate Risk Management

Perseroan mengidentifikasi dan menganalisis dampak aktual dan potensial dari risiko dan peluang iklim pada kegiatan operasional, strategi bisnis, perencanaan keuangan, serta pada aspek-aspek lainnya yang bersifat material dengan menggunakan *Enterprise Risk Management* (ERM) dan Sistem Manajemen Terintegrasi. Risiko iklim ini tidak berdiri sendiri, namun telah termasuk ke dalam *Environmental & Social Sustainability* (ESS) *Cluster*. Pengelolaan risiko dan peluang iklim mengacu pada *Sustainability Blueprint*. Risiko dipantau setiap bulannya melalui *Risk Profile* dan *Risk Heat Map* bulanan, pemantauan emisi Cakupan 1 dan 2, serta laporan ESG bulanan.

Berdasarkan risiko yang telah dipetakan, kami telah mengidentifikasi beberapa peluang yang ada, antara lain pengembangan layanan kesehatan terkait penyakit akibat perubahan iklim, efisiensi energi dan operasional, peningkatan reputasi dan kepercayaan pemangku kepentingan, serta kolaborasi dengan pemerintah dan lembaga kesehatan. Kami juga berupaya untuk memitigasi risiko iklim melalui penerapan ISO 14001: Sistem Manajemen Lingkungan prinsip-prinsip dasar *green building*, rencana kerja lingkungan, serta BCP untuk menghadapi bencana alam, termasuk banjir dan gempa.

Kriteria Penilaian Dampak Risiko terhadap Bisnis

Perseroan telah melaksanakan penilaian dampak risiko terhadap bisnis dengan mengkategorikan tingkat risikonya dalam lima level, yakni sangat rendah (1), rendah (2), sedang (3), tinggi (4), dan sangat tinggi (5). Penilaian ini mempertimbangkan berbagai aspek, yaitu dampak finansial, reputasi perusahaan, ketersediaan sumber daya manusia, integritas sistem inti teknologi informasi (TI), serta lokasi yang terpengaruh. Proses analisis ini bertujuan untuk memberikan gambaran yang komprehensif mengenai potensi dampak risiko terhadap kelangsungan operasional dan strategi jangka panjang Perseroan. [201-2]

The Company identifies and analyzes the actual and potential impacts of climate-related risks and opportunities on its operations, business strategy, financial planning, and other material aspects by leveraging Enterprise Risk Management (ERM) and an Integrated Management System. These climate risks are not an isolated issue, but have been included in the Environmental & Social Sustainability (ESS) Cluster. The management of climate-related risks and opportunities is guided by the Sustainability Blueprint. The risks are monitored on a monthly basis through Risk Profiles and Risk Heat Maps, the tracking of Scope 1 and Scope 2 emissions and ESG report.

Based on the mapped risks, we have identified several key opportunities, including the development of healthcare services for climate-related diseases, energy and operational efficiency, increasing reputation and stakeholder trust, and strategic collaborations with government and healthcare institutions. To mitigate climate risks, we are committed to implementing ISO 14001: Enviromental Management System, adopting green building principles, executing environmental work plans, and maintaining a robust BCP to ensure resilience against natural disasters, including floods and earthquakes.

Risk Impact Assessment Criteria

The Company has conducted a business impact assessment by categorizing risk levels into five tiers, namely very low (1), low (2), moderate (3), high (4), and very high (5). This assessment considers various critical dimensions, including financial impact, corporate reputation, human resource availability, the integrity of core Information Technology (IT) systems, and the affected locations. This analytical process is designed to provide a comprehensive overview of potential risk impacts on the Company's operational continuity and long-term strategies. [201-2]

Risiko Iklim, Dampak dan Pengelolaannya
Climate-Related Risks: Impacts and Management

Risiko Fisik | Physical Risk

Jenis Risiko Physical Risk	Kehilangan atau ketidaktersediaan sarana prasarana akibat kerusakan atau bencana alam. Loss or unavailability of infrastructure and facilities due to physical damage or natural disasters.

Penyebab Driver	**Level Risiko** Risk Level	**Dampak yang Ditimbulkan** Impact
Banjir Floods	Very Low (1)	1. Potensi penurunan pendapatan dan laba akibat penghentian sementara layanan kepada pelanggan. 2. Peningkatan biaya operasional terkait biaya perbaikan dan penggantian aset. 3. Penurunan nilai aset tetap akibat kerusakan yang terjadi. 1. Potential loss of revenue and profit due to temporary service disruptions to customers. 2. Increase in operational expenditure (OPEX) related to repair costs and asset replacements. 3. Fixed asset impairment or depreciation due to physical damage incurred.
Badai Storms	Very Low (1)	**Pengelolaan dan Mitigasi Risiko yang Dilakukan** Risk Management and Mitigation Measures
Gempa Earthquakes	Very Low-Low (1-2) (Beberapa lokasi tertentu, risiko ini masuk ke dalam level medium) (In certain specific locations, this risk is classified as medium level)	1. Memastikan bahwa infrastruktur dan fasilitas laboratorium dibangun dengan mempertimbangkan ketahanan terhadap perubahan iklim. 2. Melakukan penilaian risiko iklim dan bencana di setiap area jika akan membuka cabang. 3. Mengintegrasikan prinsip-prinsip dasar bangunan yang lebih ramah lingkungan. 4. Melakukan pemeliharaan dan perencanaan darurat yang adaptif untuk menghadapi kemungkinan bencana alam terhadap semua aset tetap. 1. Ensuring that laboratory infrastructure and facilities are built with consideration for climate change resilience. 2. Conduct climate and disaster risk assessments in each area before opening a branch. 3. Integrating fundamental principles of environmentally friendly building design. 4. Conduct adaptive maintenance and emergency planning to address potential natural disasters affecting all fixed assets.
Gunung Meletus Volcanic Eruptions	Very Low (1)	**Dampak terhadap Akun Keuangan** Financial Statement Impact
Longsor Landslides	Very Low (1)	• Pendapatan • Laba/Rugi • Arus Kas • Aset Tetap • Biaya Operasional • Revenue • Profit/Loss • Cash Flow • Fixed Assets • Operating Expense
Tsunami	Very Low (1)	

Risiko Transisi | Transition Risk

Jenis Risiko Physical Risk	Adaptasi dengan regulasi lingkungan dan tuntutan pasar pada kegiatan bisnis yang ramah lingkungan. Adaptation to environmental regulations and market demands for eco-friendly business operations.

Penyebab Driver	**Level Risiko** Risk Level	**Dampak yang Ditimbulkan** Impact
Perubahan kebijakan atau peraturan terkait lingkungan dan iklim. Changes in environmental and climate-related policies or regulations.	Bervariasi: *Very Low* hingga *Very High*, bergantung pada kondisi yang berlaku saat kebijakan diterapkan. Variable: Very Low to Very High, subject to conditions prevailing at the time the policy is enacted.	1. Keterlambatan dalam ekspansi karena harus menyesuaikan dengan kebijakan maupun regulasi terkait ekonomi rendah karbon di bidang usaha jasa layanan laboratorium medis, sehingga berpotensi menurunkan pendapatan akibat ekspansi yang tertunda. 2. Perubahan pola pikir pelanggan sehingga mengurangi kepuasan, loyalitas pelanggan, dan permintaan layanan, yang berpotensi menurunkan pendapatan. 3. Penurunan arus kas karena keterlambatan ekspansi dan investasi. 1. Expansion delays due to necessary adjustments to low-carbon economy policies and regulations in the medical laboratory services sector, potentially leading to revenue loss from delayed expansion. 2. Shifts in customer mindset that may diminish satisfaction, loyalty, and service demand, thereby potentially reducing revenue. 3. Decline in cash flow resulting from delays in expansion and investments.

Dampak terhadap Akun Keuangan Financial Statement Impact	**Pengelolaan dan Mitigasi Risiko yang Dilakukan** Risk Management and Mitigation Measures
• Pendapatan • Laba/Rugi • Arus Kas • Revenue • Profit/Loss • Cash Flow 	1. Mengintegrasikan prinsip-prinsip dasar bangunan yang lebih ramah lingkungan, termasuk verifikasi pengukuran/penghitungan emisi gas rumah kaca (GRK). 2. Sosialisasi prinsip-prinsip keberlanjutan dalam kegiatan bisnis dan operasional Prodia kepada seluruh karyawan serta pelanggan maupun pemangku kepentingan yang lain. 3. Mengutamakan pemilihan vendor berkualitas, memantau setiap proyek renovasi atau pembangunan. 4. Memastikan tersedianya fasilitas baru dan ramah lingkungan. 5. Meningkatkan tata kelola untuk memastikan kepatuhan. 6. Memastikan mitigasi risiko iklim masuk dalam strategi mitigasi risiko bisnis melalui Tim BCP Supply Chain dan BCP Rujukan Luar Negeri. 7. Melakukan strategi ekspansi dan perbaikan sesuai kebutuhan pelanggan. 1. Integrating green building principles, including the verification and measurement of Greenhouse Gas (GHG) emissions. 2. Disseminating sustainability principles across Prodia's business and operational activities to all employees, customers, and other stakeholders. 3. Prioritizing the selection of high-quality vendors and closely monitoring every renovation or construction project. 4. Ensuring the availability of new and environmentally friendly facilities. 5. Enhancing corporate governance to ensure full regulatory compliance. 6. Integrating climate risk mitigation into the business risk strategy through the Supply Chain BCP and International Referral BCP Teams. 7. Implementing expansion and improvement strategies tailored to customer needs and expectations.

Metrik dan Target
Metrics and Target

Keberhasilan penerapan keberlanjutan di Prodia ditentukan berbagai faktor, salah satunya adalah penetapan target sebagai alat bantu untuk mengukur pencapaian kinerja keberlanjutan. Prodia telah menyusun metrik dan target dari 10 Inisiatif ESG Utama, yang menjadi prioritas penerapan keberlanjutan Prodia di 2025. Dengan mengukur pencapaian berdasar metrik dan target yang disusun, kami melakukan evaluasi serta perbaikan untuk penerapan keberlanjutan di periode berikutnya.

The successful implementation of sustainability at Prodia is driven by various factors, notably the establishment of targets as essential tools for measuring sustainability performance. Prodia has developed metrics and targets from our Top 10 ESG Initiatives, which serves as our sustainability priority for 2025. By measuring achievements against these established metrics and targets, we conduct evaluations and continuous improvements to enhance our sustainability practices in the subsequent periods.

10 Inisiatif ESG Utama
Top 10 ESG Initiatives

No.	Inisiatif LST ESG Initiatives	Target
1	Inisiatif Hasil Pemeriksaan Digital Digital Test Result Initiatives	• Tingkat penggunaan hasil pemeriksaan digital oleh pelanggan sebesar 70%. • Pengurangan pemakaian kertas HPSL & amplop sebesar 5,5% dibandingkan 2024, setara Rp160 juta per tahun. • The utilization rate of digital test results by customers reached 70%. • Reducing the consumption of HPSL paper and envelopes by 5.5% compared to 2024, equivalent to an annual cost saving of Rp160 million.
2	Program Pemeriksaan Kesehatan Tahunan Karyawan Employee Annual Health Check Up Program	Memastikan para pekerja menjalani *check-up* kesehatan tahunan. Ensure workers undergo annual health check-ups.
3	Inisiatif Bangunan Hijau Green Building Initiatives	• Nilai pasca-tes LMS per wilayah minimal 85 dengan tingkat partisipasi 100%, untuk memastikan setiap Insan Prodia memahami perilaku ramah lingkungan dan mampu menerapkan prinsip dasar *green building*. • Ketersediaan data bulanan dari cabang-cabang Prodia terkait penggunaan air, emisi, dan limbah digunakan untuk pemetaan dan inventarisasi emisi sesuai dengan prinsip *green building*. • Minimum post-test LMS score of 85 per region with 100% participation to ensure understanding and application of basic green building principles by all Prodia employees. • The availability of monthly data from Prodia branches on water usage, emissions, and waste is utilized for emissions mapping and inventory in accordance with green building principles.
4	Program Fasilitas Ramah Disabilitas Disability-Friendly Facilities Program	• 100% Cabang Kelas A dan B serta seluruh cabang berizin klinik, dan 80% Cabang Kelas C, telah dilengkapi fasilitas ramah disabilitas seperti kursi roda, *ramp*, *lift*, dan toilet dengan tombol darurat. • 80% Cabang Kelas C memiliki *Disability Friendly Facilities*, mulai dari kursi roda, *ramp*, *lift*, dan toilet dengan tombol darurat. • 100% of Class A and B branches and all clinic-licensed branches, and 80% of Class C branches, are equipped with disability-friendly facilities. • 80% of Class C branches to be equipped with *Disability-Friendly Facilities*, including wheelchairs, ramps, elevators, and toilets fitted with emergency buttons.

No.	Inisiatif LST ESG Initiatives	Target
5	Program Pengembangan Partisipasi Masyarakat Community Involvement Development Programs	Setiap wilayah Prodia mengadakan 1 kegiatan TJSL dan target nasional minimal 1.000 penerima manfaat. Each Prodia region to conduct at least one CSR activity, with a national target of a minimum of 1,000 beneficiaries.
6	Inisiatif Manfaat bagi Lansia Elderly Benefits Initiative	Target skrining demensia bagi 20.000 penerima manfaat di 2025. Dementia screening target of 20,000 beneficiaries in 2025.
7	Tingkat Kepatuhan terhadap Peraturan Tetap 100%, Tanpa Sanksi, Tanpa Surat Peringatan, dan Tanpa Denda Compliance Rate to Regulation Remain 100%, Zero Sanction, Zero Warning Letter, and Zero Fines	• 100% tidak ada teguran dari regulator. • 100% tidak ada kompensasi dari korporat. • 100% tidak ada kasus masuk ranah hukum. • 100% zero warnings from the regulator. • 100% zero corporate compensation claims. • 100% zero legal cases or litigation.
8	Pengelolaan Energi Energy Management	Pertumbuhan biaya listrik secara nasional maksimal sebesar 4%. Maintaining the national growth of electricity expenditure at a maximum of 4%.
9		Penurunan biaya BBM minimal 40% dibanding biaya kendaraan listrik. Achieving a minimum 40% reduction in fuel costs compared to electric vehicles (EVs) costs.
10	Pengelolaan Limbah Laboratorium Laboratory Waste Management	Pertumbuhan maksimum dari rasio limbah (persentase total limbah B3 untuk setiap volume tes) sebesar 0,6% dibanding tahun terakhir. Maintaining the maximum growth of the waste ratio (the percentage of total hazardous waste per test volume) at 0.6% compared to the previous year.

Sesuai Peta Jalan Keberlanjutan dalam *Sustainability Blueprint* 2024-2030, pada 2025 dan 2026, kami masih melanjutkan pemetaan inventarisasi emisi lingkup 1 dan 2 di Prodia Tower dan Prodia Denpasar, serta melakukan perhitungan emisi lingkup 1 dan 2 di Prodia Tower dan Prodia Denpasar. Pada periode berikutnya, Perseroan akan melakukan perhitungan proyeksi serta penetapan target pengurangan emisi lingkup 1 dan 2 di Prodia Tower dan Prodia Denpasar, disertai dengan penetapan *baseline* emisi. Pencapaian target tersebut akan dipantau oleh Tim Facility Care dan dilaporkan setiap bulan kepada Komite ESG dan Direksi, serta dapat diperluas secara bertahap untuk diterapkan pada cabang-cabang Prodia lainnya.

In accordance with the Sustainability Roadmap outlined in the 2024-2030 Sustainability Blueprint, we will continue the inventory mapping of Scope 1 and 2 emissions at Prodia Tower and Prodia Denpasar throughout 2025 and 2026, and the calculation of these emissions for both locations. In the subsequent period, the Company will conduct projection calculations and set targets for the reduction of Scope 1 and Scope 2 emissions at Prodia Tower and Prodia Denpasar, accompanied by the establishment of an emissions baseline. The achievement of these targets will be monitored by the Facility Care Team and reported on a monthly basis to the ESG Committee and the Board of Directors, with the possibility of being gradually extended to other Prodia branches.

Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview

Pencapaian Kinerja Ekonomi [B.1]
Economic Performance Achievements

Kinerja Produksi
Production Performance

Jumlah Kunjungan
Number of Visit

Juta Orang
Million People

2025	2,79
2024	2,77
2023	2,83

Kinerja Finansial
Financial Performance

Pendapatan
Revenue

Rp Miliar
Billion Rp

2025	2.281,70
2024	2.252,19
2023	2.222,47

Laba Bersih
Net Profit

Rp Miliar
Billion Rp

2025	206,69
2024	270,04
2023	259,32

Pelibatan Pihak Lokal
Involvement of Local Parties

Pemasok Lokal
Local Suppliers

%

2025	99,18
2024	99,28
2023	100,00

Pekerja Lokal
Local Employees

%

2025	100,00
2024	100,00
2023	100,00

Jumlah Cabang dan Jangkauan Layanan
Number of Branches and Service Coverage



Jumlah Outlet
Number of Outlets

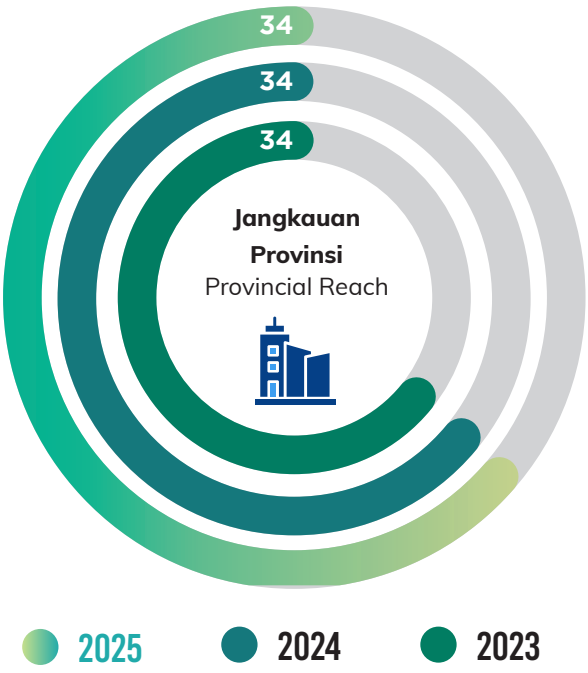
Unit | Units

2025	2024	2023
402	354	295

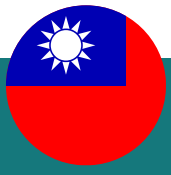
Jangkauan Kota/Kabupaten
City/Regency Coverage

Kota/Kabupaten
Cities/Regencies

2025	2024	2023
194	187	168




Malaysia


Taiwan


Timor Leste

3 Negara
Countries

Kemitraan Internasional
International Partnerships

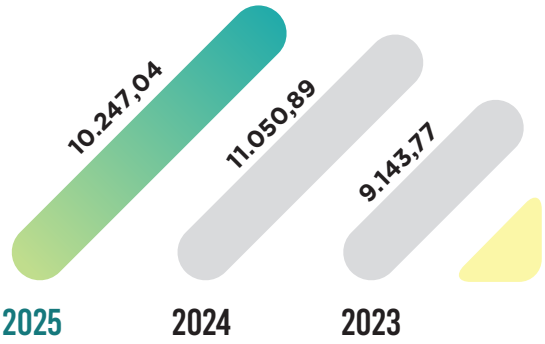
Kinerja Pengelolaan Lingkungan [B.2]
Environmental Management Performance

Keterangan | Notes:
Data lingkungan pada 2024 dan 2025 mencakup Kantor Pusat dan Kantor Cabang Denpasar, sementara data 2023 hanya mencakup Kantor Pusat.
Environmental data in 2024 and 2025 covers the Head Office and the Denpasar Branch Office, while the 2023 data covers only the Head Office.

Pengeloaan Energi [HC-DY-130a.1]
Energy Management

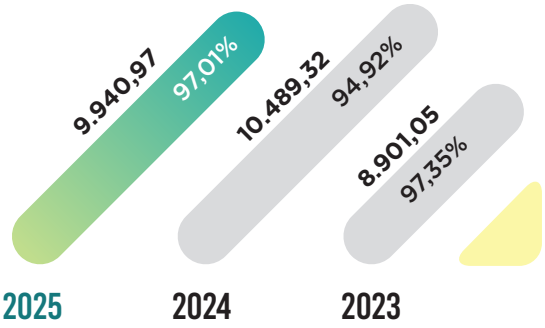
Total Pemakaian Energi
Total Energy Consumption

GigaJoule (GJ)



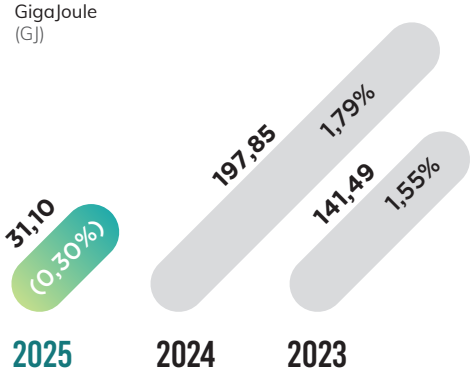
Pemakaian Energi Listrik
Grid Electricity Consumption

GigaJoule (GJ)



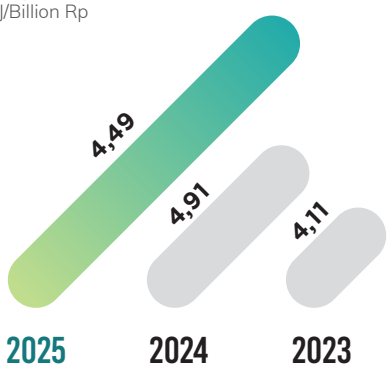
Pemakaian Energi Terbarukan*
Renewable Energy Consumption*

GigaJoule (GJ)



Intensitas Konsumsi Energi
Energy Consumption Intensity

GJ/Rp Miliar
GJ/Billion Rp



Keterangan | Notes:
*Penurunan pemakaian energi terbarukan terjadi seiring dengan peralihan penggunaan 6 mobil bermesin bensin menjadi 6 unit kendaraan listrik.
*The reduction in renewable energy usage occurred along with the transition from 6 gasoline-powered vehicles to 6 units of electric vehicles.

Pengelolaan Limbah [HC-DY-150a.1][HC-DY-150a.2]
Waste Management

Total Limbah B3
Total Hazardous Waste

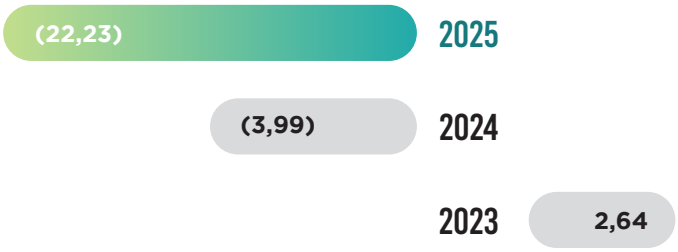
Ton | Tons

2025	2024	2023
85,89*	85,80	59,40

*Peningkatan limbah B3 disebabkan karena adanya kenaikan volume tes pemeriksaan.
*The increase in hazardous waste was caused by a rise in the volume of examination tests.

Pengurangan (Peningkatan) Timbulan Limbah Non-B3*
Reduction (Increase) in Non-hazardous Waste Generation*

m^3



Keterangan | Notes:
*Data tahun 2025 mencakup Kantor Pusat dan Kantor Cabang Denpasar, sementara tahun 2023 dan 2024 hanya mencakup Kantor Pusat, sehingga terjadi peningkatan jumlah timbulan limbah padat non-B3.
*Data for 2025 cover the Head Office and the Denpasar Branch Office, while data for 2023 and 2024 only cover the Head Office, resulting in an increase in the amount of non-hazardous solid waste generated.

Pengurangan (Peningkatan) Timbulan Efluen Non-B3*
Reduction (Increase) in Non-hazardous Effluent Generation*

Megaliter | Megaliters

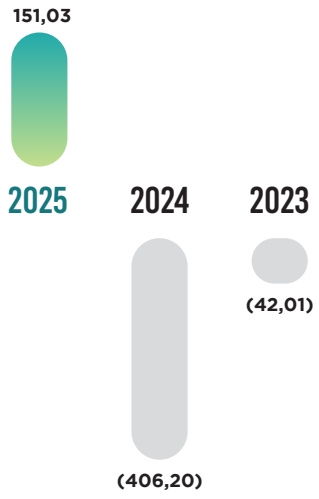


Keterangan | Notes:
*Peningkatan timbulan efluen non-B3 disebabkan karena adanya peningkatan jumlah pelanggan.
*The increase in non-hazardous effluent generation was driven by the rise in the number of customers.

Reduksi Emisi GRK, Pemakaian Air, dan Biaya Lingkungan
GHG Emission Reduction, Water Use, and Environmental Cost

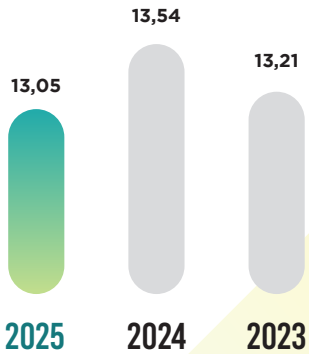
Reduksi (Peningkatan) Emisi GRK
Reduction (Increase) in GHG Emissions

Ton CO_2eq



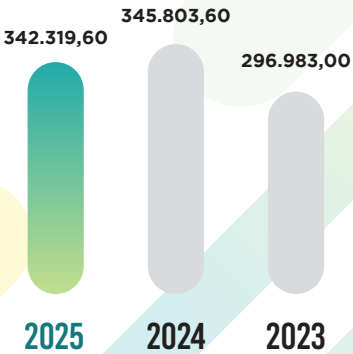
Pemakaian Air
Water Consumption

Megaliter
Megaliters



Biaya Lingkungan Hidup
Environmental Cost

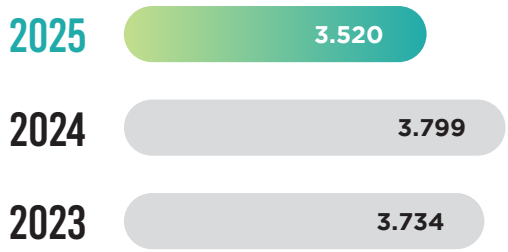
Ribu Rp
Thousand Rp



Kinerja Pengelolaan Sosial [B.3]
Social Management

Jumlah Karyawan dan Perempuan dalam Jajaran Manajemen (Orang)
Number of Employees and Female in Management (People)

Total Karyawan
Total Employees



Jumlah Perempuan dalam Jajaran Manajemen
Number of Female in Management



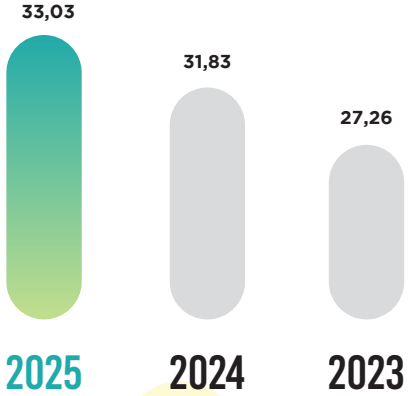
Jumlah Perempuan dalam Jajaran Direksi dan Dewan Komisaris
Number of Female on the Board of Directors and Board of Commissioners



Jumlah Jam Pelatihan dan Realisasi Biaya Program TJSL
Average Training Hours and Realization of CSR Program Costs

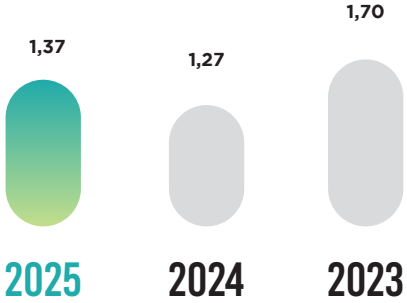
Rerata Jam Pelatihan
Total Training Hours

Jam/Karyawan
Hours/Employee



Realisasi Biaya Program TJSL
Realization of CSR Program Costs

Rp Miliar
Billion Rp



Kinerja Tata Kelola Keberlanjutan
Sustainability Governance Performance

Kualitas Pelayanan dan Kepuasan Pelanggan [F.30][HC-DY-250a.2]
Service Quality and Customer Satisfaction

Nihil zero

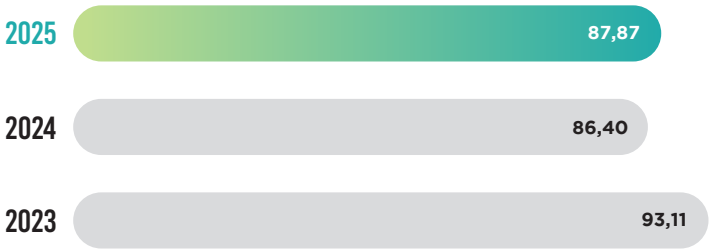
kejadian serius* dilaporkan
serious* reportable events

Keterangan | Notes:
*Kejadian yang wajib dilaporkan secara serius didefinisikan sebagai kejadian yang bersifat serius, sebagian besar dapat dicegah, serta menjadi perhatian publik dan penyedia layanan kesehatan, dan wajib dilaporkan kepada otoritas hukum atau regulator yang berwenang sesuai yurisdiksi yang berlaku.
*Serious reportable events are defined as serious, largely preventable, and of concern to both the public and health care providers and are required to be reported to applicable jurisdictional legal or regulatory authorities.

Indeks Kepuasan Pelanggan
Customer Satisfaction Index (CSI)

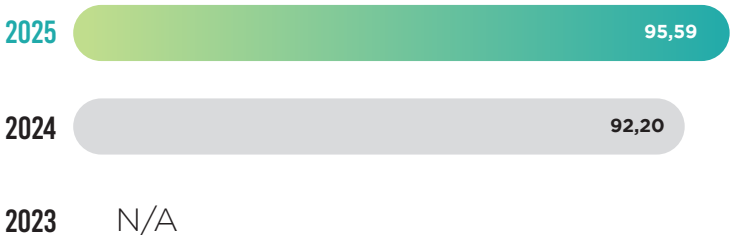
Skala 1-100%
1-100% Scale

Keterangan | Notes:
Sejak 2024, metode dan pertanyaan survei mengalami perubahan untuk menyesuaikan dengan strategi perusahaan yang baru.
Since 2024, the survey methods and questions have been revised to align with the company's new strategy.



Customer Satisfaction Score (CSAT)

Skala 1-100%
1-100% Scale





153*
Cabang
Branches

240
POC/CC

9
Kerjasama Rumah Sakit (KRS) atau *Genomic Site*
Hospital Cooperation or Genomic Site

Keterangan | Notes:
*92 cabang di antaranya telah berizin klinik.
*92 of these branches are licensed as clinics.

Penjelasan Direksi [D.1][2-22]
Message from the Board of Directors



Dewi Muliaty
Direktur Utama
President Director

Para Pemangku Kepentingan yang Terhormat,
Dear Respected Stakeholder

Adanya musibah hidrometeorologi di Sumatra akhir 2025, kian menegaskan bahwa perubahan iklim merupakan tantangan nyata yang berdampak langsung pada kehidupan dan sektor usaha, termasuk sektor kesehatan. Kondisi ini memperkuat komitmen Prodia untuk terus mengintegrasikan prinsip keberlanjutan dalam seluruh proses bisnis, sebagai bagian dari kontribusi bersama dalam pengendalian perubahan iklim.

The occurrence of hydrometeorological disasters in Sumatra at the end of 2025 further confirms that climate change is a real challenge with direct impacts on livelihoods and business sectors, including the healthcare sector. This situation reinforces Prodia's commitment to continuously integrate sustainability principles across all business processes, as part of our collective contribution to climate change mitigation.

Kebijakan Merespon Tantangan Keberlanjutan
Policy on Responding to Sustainability Challenges

Sektor layanan kesehatan turut berkontribusi terhadap perubahan iklim seiring meningkatnya kebutuhan manusia. Oleh karena itu, diperlukan intervensi yang ramah lingkungan berbasis kemanusiaan.

The healthcare services sector also contributes to climate change as human needs continue to increase. Therefore, environmentally friendly and human-centered interventions are required.

Prodia merespons tantangan tersebut melalui penerapan *Sustainability Blueprint* 2024–2030. Tahun 2025 merupakan tahun kedua implementasi peta jalan keberlanjutan sekaligus penutup Fase I, dengan fokus pada penguatan pemahaman, integrasi kebijakan, dan penyelarasan prosedur operasional dengan prinsip LST.

Sepanjang 2025, Prodia telah meletakkan fondasi pengelolaan risiko keberlanjutan, termasuk risiko finansial akibat fluktuasi biaya energi dan gangguan pasokan. Pengelolaan risiko dilakukan melalui sistem *Enterprise Risk Management* (ERM) untuk menjaga stabilitas kinerja keuangan dan memitigasi potensi risiko likuiditas. Prodia juga melakukan adopsi awal atas International Financial Reporting Standards (IFRS) S1: *General Requirements* dan S2: *Climate-related Disclosures* dalam Laporan Keberlanjutan 2025 untuk membangun kesadaran atas hubungan kinerja LST terhadap kinerja keuangan. Penyesuaian dan adopsi awal ini menjadi dasar bagi Prodia dalam menyesuaikan profil risiko dan strategi jangka panjang Perseroan.

Prodia responds to this challenge through the implementation of the Sustainability Blueprint 2024–2030. The year 2025 marks the second year of implementing the sustainability roadmap and the conclusion of Phase I, with a focus on strengthening understanding, integrating policies, and aligning operational procedures with ESG principles.

Throughout 2025, Prodia laid the foundation for sustainability risk management, including financial risks arising from energy cost fluctuations and supply disruptions. Risk management is conducted through the Enterprise Risk Management (ERM) system to maintain financial performance stability and mitigate potential liquidity risks. Additionally, Prodia's early adoption of International Financial Reporting Standards (IFRS) S1: General Requirements and S2: Climate-related Disclosures in the 2025 Sustainability Report, aimed to build awareness of the linkage between ESG performance and financial performance. This initial adjustment and adoption serve as the basis for Prodia in refining the Company's risk profile and long-term strategy.

Penerapan Kinerja Keberlanjutan
Implementation of Sustainability Performance

Kinerja keberlanjutan pada 2025 secara keseluruhan memperlihatkan capaian yang positif. Kinerja ini mencerminkan keberhasilan Prodia dalam membangun budaya keberlanjutan yang diterapkan oleh manajemen, karyawan, serta seluruh pemangku kepentingan, sekaligus mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) sesuai Metadata SDGs Bappenas.

In 2025, overall sustainability performance showed positive achievements. This performance reflects Prodia's success in fostering a sustainability culture practiced by management, employees, and all stakeholders, while also supporting the achievement of the Sustainable Development Goals (SDGs) in accordance with Bappenas SDGs Metadata.

Kinerja Ekonomi

Penerapan kinerja keberlanjutan memberikan kontribusi positif terhadap penguatan reputasi dan kinerja ekonomi Perseroan, yang tercermin dalam pertumbuhan layanan kesehatan digital U by Prodia. Sampai akhir 2025, jumlah pengunduh U by Prodia meningkat 70% menjadi lebih dari 2,9 juta pengguna. Sementara itu, rata-rata pengguna aktif bulanan tumbuh signifikan, hampir dua kali lipat atau naik 94% dibandingkan tahun sebelumnya.

Economic Performance

The implementation of sustainability performance has made a positive contribution to strengthening the Company's reputation and economic performance, as reflected in the continued growth of our digital health services, U by Prodia. As of the end of 2025, the number of downloads of U by Prodia increased by 70%, reaching more than 2.9 million users. Meanwhile, the average monthly active users grew significantly, nearly doubling with a 94% increase compared to the previous year.

Pertumbuhan pelanggan baru yang terdaftar di U by Prodia pada 2025 mencapai 41%, disertai peningkatan jumlah transaksi sebesar 34% dibandingkan tahun sebelumnya. Selain itu, pada 2025, aplikasi Prodia for Doctor mencatat peningkatan total unduhan sebesar 20% dan peningkatan total transaksi sebesar 137% dibandingkan tahun sebelumnya. Hal ini memperkuat ekosistem layanan kesehatan digital Perseroan. Di sisi operasional, Perseroan juga terus memperluas jangkauan layanan fisik dengan 402 *outlet* yang tersebar di 34 provinsi, termasuk penambahan 74 *outlet* baru yang terdiri dari 2 New *Genomic Site*, 71 POC, dan 1 Laboratorium Medis.

Didukung oleh kinerja operasional tersebut, Perseroan berhasil membukukan pendapatan sebesar Rp2.281,70 miliar, tumbuh 1,31% dibandingkan tahun sebelumnya, dengan laba bersih mencapai Rp206,69 miliar. Sepanjang 2025, Perseroan melayani lebih dari 2,79 juta pelanggan, berhasil menjaring lebih dari 888 ribu pelanggan baru, serta mencatat volume pemeriksaan lebih dari 20,94 juta tes. Perseroan juga memperluas kolaborasi layanan ke Malaysia, Taiwan, dan Timor Leste, memperkuat fondasi kinerja ekonomi yang berkelanjutan bagi seluruh pemangku kepentingan.

Pengelolaan Lingkungan

Pengelolaan lingkungan diarahkan untuk mengurangi dampak negatif sekaligus meningkatkan efisiensi energi, air, dan pengelolaan limbah, sejalan dengan pilar Prodia *"Actualizing Sustainable Environment"*. Dalam mendukung tujuan tersebut, Perseroan secara berkelanjutan menerapkan prinsip bangunan hijau (*green building*) dalam operasionalnya, termasuk penggunaan material ramah lingkungan serta optimalisasi efisiensi energi pada fasilitas dan peralatan operasional. Upaya-upaya ini tidak hanya bertujuan untuk meningkatkan efisiensi sumber daya, tetapi juga berkontribusi langsung dalam meminimalkan jejak lingkungan dan mendukung penurunan emisi GRK.

Sepanjang 2025, kami melanjutkan inventarisasi dan perhitungan emisi cakupan 1 dan 2 di kantor pusat serta cabang Denpasar, sekaligus menetapkan *baseline* emisi, yakni 2025 sebagai tahun dasar perhitungan.

The growth of newly registered customers on U by Prodia in 2025 reached 41%, accompanied by a 34% increase in the number of transactions compared to the previous year. In addition, in 2025, the Prodia for Doctor application recorded a 20% increase in total downloads and a 137% increase in total transactions compared to the previous year. This further strengthened the Company's digital healthcare service ecosystem. On the operational side, the Company continued to expand its physical service coverage, operating 402 outlets across 34 provinces, including the addition of 74 new outlets consisting of 2 New Genomic Sites, 71 POC, and 1 Medical Laboratory.

Supported by this operational performance, the Company recorded revenue of Rp2,281.70 billion, representing a growth of 1.31% compared to the previous year, with net profit reaching Rp206,69 billion. Throughout 2025, the Company served more than 2.79 million customers, successfully acquired over 888 thousand new customers, and recorded a total testing volume of more than 20.94 million tests. The Company also expanded service collaborations to Malaysia, Taiwan, and Timor Leste, strengthening the foundation for sustainable economic performance for all stakeholders.

Environmental Management

Environmental management is directed toward reducing negative impacts while improving energy and water efficiency as well as waste management, in line with Prodia's pillar of "Actualizing Sustainable Environment." To support this objective, the Company consistently applies green building principles in its operations, including the use of environmentally friendly materials and the optimization of energy efficiency in facilities and operational equipment. These efforts aim not only to enhance resource efficiency but also to directly minimize environmental footprints and support the reduction of GHG emissions.

Throughout 2025, we continued the inventory and calculation of Scope 1 and Scope 2 emissions at the head office and the Denpasar branch, while also establishing the emissions baseline, with 2025 designated as the base year for calculation.

Sejalan dengan penguatan tata kelola lingkungan, Perseroan juga secara bertahap telah memperluas proses inventarisasi dan pengumpulan data emisi ke seluruh cabang Prodia secara nasional, sebagai bagian dari upaya membangun sistem pengukuran emisi yang lebih komprehensif. Total emisi cakupan 1 dan 2 tercatat sebesar 2.423,76 ton CO_2eq, lebih rendah 5,87% dibandingkan 2024. Intensitas emisi di Kantor Pusat dan Kantor Cabang Denpasar mencapai 1,06 ton CO_2eq/Rp miliar, menurun dibandingkan 2024 sebesar 1,14 ton CO_2eq/Rp miliar. Efisiensi konsumsi energi yang diukur melalui Intensitas Konsumsi Energi (IKE) tercatat sebesar 4.49 GJ/Rp miliar, lebih rendah dibandingkan 2024 sebesar 4,91 GJ/Rp miliar.

In line with strengthening environmental governance, the Company has gradually expanded the emissions inventory and data collection process to all Prodia branches nationwide, as part of efforts to build a more comprehensive emissions measurement system. Total scope 1 and 2 emissions amounted to 2,423.76 tons CO_2eq, 5.87% lower than 2024. Emissions intensity at the Head Office and Denpasar Branch reached 1.06 tons CO_2eq/Rp billion, decreasing compared to 2024 by 1.14 tons CO_2eq/Rp billion. Energy consumption efficiency, measured through Energy Consumption Intensity (ECI), was recorded at 4.49 GJ/Rp billion, lower than 4.91 GJ/Rp billion in 2024.

Sejalan dengan upaya tersebut, Perseroan secara konsisten mengembangkan ekosistem layanan kesehatan digital terintegrasi sebagai bagian dari strategi efisiensi sumber daya dan pengurangan jejak karbon. Ekosistem ini mencakup U by Prodia untuk pelanggan, Prodia for Doctor sebagai platform rujukan dan pemantauan pasien secara *real time*, My Corporate Lab untuk segmen korporasi, serta My Referral Lab untuk segmen rujukan. Digitalisasi layanan ini berkontribusi pada pengurangan penggunaan kertas, optimalisasi alur layanan, serta penurunan kebutuhan mobilitas fisik pasien dan tenaga medis yang secara tidak langsung membantu menekan emisi GRK dan limbah operasional.

In parallel with these efforts, the Company has consistently developed an integrated digital healthcare services ecosystem as part of its strategy to enhance resource efficiency and reduce carbon footprint. This ecosystem includes U by Prodia for customers, Prodia for Doctor as a real-time patient referral and monitoring platform, My Corporate Lab for the corporate segment, and My Referral Lab for referral partners. The digitalization of these services contributes to reduced paper usage, optimized service flows, and lower physical mobility needs for patients and healthcare professionals, which indirectly helps reduce GHG emissions and operational waste.

Kami juga terus mengoptimalkan instalasi pengolahan air limbah (IPAL) serta membatasi peningkatan limbah B3 maksimal 0,6% dari tahun sebelumnya. Kami melaksanakan program pelatihan konservasi laut bagi siswa SMA Satu Atap Klumpu, Nusa Penida, yang mencakup sertifikasi SSI *Open Water Diver* dan edukasi berkelanjutan guna meningkatkan kesadaran perlindungan keanekaragaman hayati dan ekosistem laut. Dengan memperkuat partisipasi internal, Perseroan telah meluncurkan Program Eco-Champion yang melibatkan 200 karyawan yang berinisiatif mengoptimalkan penggunaan air, energi, dan pengelolaan sampah sepanjang 2025.

We also continued to optimize wastewater treatment plant (WWTP) operations and limited the increase in hazardous and toxic waste (B3 waste) to a maximum of 0.6% compared to the previous year. We implemented a marine conservation training program for high school students of SMA Satu Atap Klumpu, Nusa Penida, which included SSI Open Water Diver certification and ongoing education to enhance awareness of biodiversity protection and marine ecosystems. By strengthening internal participation, the Company launched the Eco-Champion Program involving 200 employees who took the initiative to optimize water and energy use as well as waste management throughout 2025.

Kinerja Sosial

Pengelolaan kinerja sosial difokuskan pada penyediaan layanan kesehatan yang inklusif dan berkualitas, sejalan dengan pilar "*Promoting Healthcare Services for All*". Dalam hal ini, Prodia menghadirkan layanan "*Precision Health for Healthy Community*" sebagai implementasi nyata dari komitmen keberlanjutan Perseroan. Pendekatan ini memungkinan diagnosis dan penanganan yang lebih akurat serta sesuai dengan kebutuhan individu melalui pengembangan produk tes yang mendukung *precision medicine*, serta layanan berbasis *customer experience* (CX). Sementara itu, konsep *healthy community* mencerminkan peran Prodia dalam mendorong terciptanya masyarakat yang lebih sehat, inklusif, dan berkelanjutan, selaras dengan prinsip LST.

Sepanjang 2025, Prodia menambah fasilitas, alat, dan jenis pemeriksaan, serta mengembangkan fitur aplikasi U by Prodia guna meningkatkan akses dan kenyamanan pelanggan. Upaya tersebut membuahkan peningkatan kepuasan pelanggan dengan skor *Customer Satisfaction Score* (CSAT) sebesar 95,59% meningkat dari tahun sebelumnya. Pada 2025, kami juga melakukan kolaborasi riset, penelitian, dan Pendidikan dengan 55 instansi penelitian nasional dan sains & teknologi, farmasi, serta lembaga pendidikan tingkat tinggi.

Sejalan dengan penguatan edukasi medis, Perseroan telah menyelenggarakan lebih dari 6.500 seminar dan/atau webinar dan events yang berkaitan dengan *scientific marketing* bagi dokter dari segmen publik maupun klien korporasi. Selain itu, untuk memastikan layanan yang inklusif, Prodia menyediakan *Home Service* yang hingga akhir 2025 telah dimanfaatkan oleh lebih dari 148 ribu pelanggan, dengan dukungan lebih dari 3.500 karyawan dan 365 dokter di seluruh wilayah operasional Indonesia.

Bagi masyarakat berpenghasilan rendah dan kelompok rentan, layanan diberikan melalui program sosial dan kerja sama dengan BPJS Kesehatan. Sepanjang 2025, Prodia telah melaksanakan 20 kegiatan TJSL melalui kerja sama dengan berbagai pihak, dengan total penerima manfaat lebih dari 30.000 orang di seluruh wilayah operasional. Kegiatan ini mencakup aspek peningkatan kesehatan, pendidikan, dan pemberdayaan perekonomian masyarakat.

Social Performance

Social performance management is focused on providing inclusive and high-quality healthcare services, in line with the pillar "Promoting Healthcare Services for All." In this regard, Prodia delivers the "Precision Health for Healthy Community" approach as a tangible implementation of the Company's sustainability commitment. This approach enables more accurate diagnosis and treatment tailored to individual needs through the development of tests that support precision medicine, as well as services based on customer experience (CX). Meanwhile, the healthy community concept reflects Prodia's role in fostering a healthier, more inclusive, and sustainable society, aligned with ESG principles.

Throughout 2025, Prodia expanded facilities, equipment, and types of examinations, and enhanced features of the U by Prodia application to improve customer access and convenience. These efforts resulted in higher customer satisfaction, with a Customer Satisfaction Score (CSAT) score of 95.59%, an increase from the previous year. In 2025, we also carried out research, development, and education collaborations with 55 national research institutions, as well as organizations in science and technology, pharmaceuticals, and higher education.

In line with the strengthening of medical education, the Company has held more than 6,500 seminars and/or webinars and events related to scientific marketing for physicians from both the public segment and corporate clients. To ensure inclusive access to services, Prodia also provides Home Service, which as of the end of 2025 had served more than 148 thousand customers, supported by more than 3,500 employees and 365 doctors across its operational areas in Indonesia.

For low-income communities and vulnerable groups, services were provided through social programs and cooperation with BPJS Kesehatan. Throughout 2025, Prodia implemented 20 corporate social and environmental responsibility activities in collaboration with various partners, benefiting more than 30,000 people across all operational areas. These activities covered health improvement, education, and community economic empowerment.

Pengembangan sumber daya manusia (SDM) dilakukan melalui berbagai pelatihan dengan total realisasi 107.800 jam dan rata-rata 33,03 jam per peserta. Program edukasi eksternal seperti Prodia Healthy & Fun with Community (PHFC) juga digelar di sepuluh kota besar sebagai bagian dari strategi *scientific marketing*, untuk meningkatkan kesadaran masyarakat terhadap pentingnya kesehatan preventif melalui penyampaian informasi medis yang akurat, program literasi kesehatan, serta kolaborasi dengan tenaga medis dan komunitas. Kami juga berupaya meningkatkan kompetensi Direksi dan karyawan di bidang keberlanjutan melalui berbagai program pelatihan.

Prodia menerapkan *Integrated Management System* (IMS) dan *Technical Quality Assurance* (TQA) dalam aspek keselamatan dan mutu layanan, serta mematuhi standar ISO 9001, ISO 15189, dan ISO 45001. Pengelolaan keselamatan dan kesehatan kerja (K3) memperoleh sertifikat SMK3 dari Kementerian Ketenagakerjaan dengan hasil 90,96% (“Sangat Baik”) untuk kategori tingkat lanjutan (166 kriteria), yang berlaku hingga 2026. Pengelolaan K3 yang baik ini dibuktikan dengan tidak adanya kecelakaan fatal yang terjadi selama periode pelaporan.

Penguatan Tata Kelola Keberlanjutan

Prodia terus memperkuat kelembagaan melalui peningkatan peran Komite ESG yang mendukung Direksi dalam menjalankan dan mengawasi implementasi inisiatif kinerja LST, termasuk aspek iklim. Selain itu, Prodia memiliki Tim IMS untuk membantu Direksi dalam mengelola risiko dan peluang iklim dengan berpedoman pada *Sustainability Blueprint* 2024–2030, sekaligus memperkuat tata kelola melalui peningkatan perlindungan dan keamanan siber seiring berkembangnya transformasi digital di layanan laboratorium dan diagnostik kesehatan, yang dikelola oleh Gugus Tugas Cyber Security Incident Response Team (CSIRT). Pada 2025, CSIRT ditetapkan BSSN sebagai bagian dari CSIRT Nasional.

Di sisi lain, Prodia tetap melanjutkan penerapan praktik-praktik terbaiknya untuk mendukung keberlanjutan melalui peningkatan kesehatan masyarakat.

Human capital development was carried out through various training programs, with total realized training hours of 107,800 hours and an average of 33.03 per participant. External education programs such as Prodia Healthy & Fun with Community (PHFC) were also conducted in ten major cities as part of the scientific marketing strategy to raise public awareness of preventive healthcare through the delivery of accurate medical information, health literacy programs, and collaboration with healthcare professionals and communities. We also sought to enhance the sustainability competencies of the Board of Directors and employees through various training initiatives.

Prodia implements an Integrated Management System (IMS) and Technical Quality Assurance (TQA) to ensure safety and service quality, and complies with ISO 9001, ISO 15189, and ISO 45001 standards. Our occupational health and safety (OHS) management has been awarded the OHSMS certification from the Ministry of Manpower, achieving a score of 90.96% (“Very Good”) for the advanced level category (166 criteria), valid through 2026.This strong OHS management performance is evidenced by the absence of fatal workplace accidents during the reporting period.

Strengthening Sustainability Governance

Prodia continues to strengthen its institutional framework by enhancing the role of the ESG Committee, which supports the Board of Directors in implementing and overseeing ESG initiatives, including climate-related aspects. In addition, Prodia has an Integrated Management System (IMS) Team to assist the Board in managing climate-related risks and opportunities in accordance with the Sustainability Blueprint 2024–2030. Governance is further reinforced through enhanced cyber protection and security amid the ongoing digital transformation of laboratory and healthcare diagnostic services, managed by the Cyber Security Incident Response Team (CSIRT). In 2025, CSIRT was designated by BSSN as part of the National CSIRT.

At the same time, Prodia continues to implement best practices to support sustainability through improved public health outcomes.
These practices have been recognized by external

Praktik ini mendapatkan apresiasi dari pemangku kepentingan eksternal, antara lain mempertahankan keanggotaan dalam indeks ESG IDX KEHATI, memperoleh akreditasi College of American Pathologists untuk tahun ke-13, serta meraih total 14 penghargaan dari lembaga independen di tingkat nasional maupun internasional. Semua apresiasi yang kami terima menjadi dasar semangat kami dalam terus berkarya dan melanjutkan komitmen Prodia dalam penerapan prinsip LST secara menyeluruh.

stakeholders, including the continued inclusion in the IDX KEHATI ESG Index, earning the College of American Pathologists accreditation for the 13th consecutive year, and the achievement of a total of 14 awards from independent institutions at both national and international levels. All of these recognitions motivate us to continue delivering value and to uphold Prodia's commitment to the comprehensive implementation of ESG principles.

Strategi Pencapaian Target dan Prospek Usaha
Strategy for Achieving Targets and Business Prospects

Tahun 2025 menjadi periode penuh tantangan bagi sektor kesehatan, terutama akibat dampak perubahan iklim yang semakin meningkatkan risiko gangguan kesehatan, sehingga mendorong Prodia untuk terus berinovasi melalui pengembangan teknologi *next generation laboratory*. Upaya ini memperkuat peran Prodia sebagai penyedia layanan kesehatan generasi berikut di Indonesia. Berbagai upaya ini di antaranya adalah peluncuran 38 tes kesehatan baru yang berfokus pada pencegahan dan prediksi sehingga kini Prodia menyediakan lebih dari 3.000 jenis tes, didukung oleh pemanfaatan teknologi laboratorium mutakhir seperti *Giotto Automatic Stainer*, ONSO SBB, Agilent LC-MS/MS 6465 Ultivo, *Miris Human Milk Analyzer*, dan Knauer Osmometer, serta meresmikan Prodia Clinical Multiomics Center (PCMC) berbasis teknologi *mass spectrometry* yang menyediakan lebih dari 140 *marker* dengan pendekatan multiomics. Kecanggihan teknologi ini memungkinkan deteksi dini, prediksi risiko, dan perancangan terapi kesehatan yang lebih personal.

The year 2025 was a challenging period for the healthcare sector, particularly due to the impacts of climate change, which have increasingly heightened health risks. This situation has driven Prodia to continue innovating through the development of next-generation laboratory technologies, strengthening its role as a next-generation healthcare provider in Indonesia. These efforts include the launch of 38 new health tests focused on prevention and prediction, bringing the total number of tests offered to more than 3,000 supported by the use of advanced laboratory technologies such as the Giotto Automatic Stainer, ONSO SBB, Agilent LC-MS/MS 6465 Ultivo, Miris Human Milk Analyzer, and Knauer Osmometer, as well as the inauguration of the Prodia Clinical Multiomics Center (PCMC) based on mass spectrometry technology, offering more than 140 markers through a multiomics approach. These advanced technologies enable early detection, risk prediction, and the design of more personalized healthcare therapies.

Selain itu, Prodia memperkuat strategi jangka panjang melalui pengembangan layanan digital U by Prodia, perluasan jejaring diagnostik internasional, serta akuisisi 30% saham PT Prodia StemCell Indonesia (ProSTEM), yang memperkokoh tata kelola sebagai fondasi menuju *green laboratory*.

In addition, Prodia strengthens its long-term strategy through the development of digital services via U by Prodia, the expansion of its international diagnostic network, and the acquisition of a 30% stake in PT Prodia StemCell Indonesia (ProSTEM), further reinforcing governance as the foundation toward a green laboratory.

Pada tahap lanjutan, Prodia akan melakukan mitigasi dan adaptasi risiko iklim serta memulai pencatatan kinerja keberlanjutan. Sejalan dengan komitmen LST, pada 2026, Perseroan berencana mengembangkan sistem pengukuran manfaat LST yang lebih terukur, mencakup energi, emisi, pengelolaan limbah, dan aspek lainnya. Di bidang sosial dan tata kelola, Perseroan terus meningkatkan transparansi, kepatuhan regulasi, pemberdayaan masyarakat, pengembangan kompetensi karyawan, serta memperluas program komunitas yang berfokus pada deteksi dini dan pemeriksaan kesehatan berkala. Strategi ini diharapkan mendukung kinerja dan prospek usaha, sekaligus memberikan kontribusi berkelanjutan terhadap LST dan pencapaian TPB.

At the next stage, Prodia will undertake climate risk mitigation and adaptation and begin recording sustainability performance. In line with its ESG commitment, in 2026 the Company plans to develop a more measurable ESG benefit measurement system, covering energy, emissions, waste management, and other related aspects. In the social and governance aspects, the Company will continue to enhance transparency, regulatory compliance, community empowerment, employee competency development, and expand community programs focused on early detection and periodic health screening. This strategy is expected to support performance and business prospects while delivering sustainable contributions to ESG implementation and the achievement of the SDGs.

Apresiasi

Atas nama Perseroan dan seluruh Insan Prodia, kami menyampaikan terima kasih dan apresiasi yang setinggi-tingginya kepada seluruh pemangku kepentingan atas dukungan yang diberikan sepanjang 2025, khususnya kepada para pelanggan setia. Kami berharap kebersamaan serta kepercayaan yang telah terjalin dapat terus berlanjut dalam menghadapi masa depan yang dinamis.

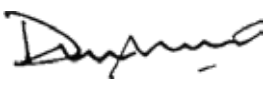
Appreciation

On behalf of the Company and all Prodia People, we extend our sincere gratitude and highest appreciation to all stakeholders for their support in 2025, especially to our loyal customers. We look forward to maintaining the strong relationships and trust we have established as we navigate a dynamic future.

Kami meyakini bahwa kesehatan merupakan kunci utama untuk memenangkan masa depan, yang diwujudkan melalui penerapan pola hidup sehat, keseimbangan jiwa dan raga, serta upaya menjaga dan mencegah risiko kesehatan. Mari kita wujudkan individu yang sehat sebagai fondasi bagi terbangunnya keluarga yang sejahtera dan kebahagiaan di masa mendatang.

We believe that health is the key to win the future, which can be achieved through healthy lifestyles, balance of mind and body, and continuous efforts to maintain and prevent health risks. Let us build healthy individuals as the foundation for family well-being and lasting happiness in the future.

Jakarta, 25 Maret | March 2026



Dewi Muliaty

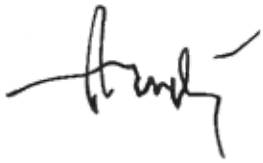
Direktur Utama
President Director

Surat Pernyataan Anggota Dewan Komisaris dan Anggota Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan 2025 PT Prodia Widyahusada Tbk

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Prodia Widyahusada Tbk 2025 telah dimuat secara lengkap, dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

Jakarta, 25 Maret 2026

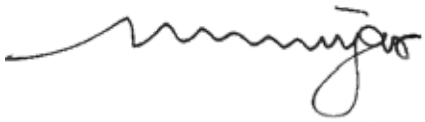
Dewan Komisaris
Board of Commissioners



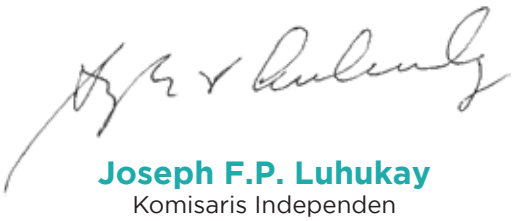
Andi Widjaja
Komisaris Utama
President Commissioner



Gunawan P. Soeharto
Komisaris
Commissioner



Endang W. Hoyaranda
Komisaris
Commissioner



Joseph F.P. Luhukay
Komisaris Independen
Independent Commissioner



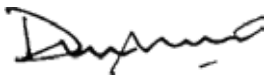
Keri Lestari
Komisaris Independen
Independent Commissioner

Statement of The Board of Commissioners and The Board of Directors Regarding Responsibility for The 2025 Sustainability Report of PT Prodia Widyahusada Tbk

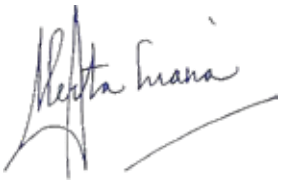
We, the undersigned, hereby declare that all information in the Sustainability Report of PT Prodia Widyahusada Tbk for the year 2025 has been presented in their entirety, and that we assume full responsibility for the accuracy of the contents of such Sustainability Report.

Jakarta, 25 March 2026

Direksi
Board of Directors



Dewi Muliaty
Direktur Utama
President Director



Liana Kuswandi
Direktur
Director



Indriyanti Rafi Sukmawati
Direktur
Director



Andri Hidayat
Direktur
Director



Ida Zuraida
Direktur
Director

Tentang Laporan Keberlanjutan
About the Sustainability Report

PT Prodia Widyahusada Tbk ('Prodia') menerbitkan Laporan Keberlanjutan setiap tahun. Laporan periode sebelumnya diterbitkan tanggal 18 Maret 2025. Periode kinerja keberlanjutan pelaporan ini adalah 1 Januari–31 Desember 2025. Informasi kinerja keberlanjutan hanya mencakup data Perseroan tanpa entitas anak, serta Kantor Pusat dan Kantor Cabang untuk kinerja tertentu yang disebutkan. Informasi kinerja keuangan disampaikan berdasarkan Laporan Keuangan Perseroan konsolidasian untuk tahun buku yang berakhir 31 Desember 2025. [2-2][2-3]

Laporan disusun mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik; Pedoman Teknis Penyusunan Laporan Keberlanjutan dalam SEOJK No. 16/SEOJK.04/2021; serta merujuk pada (*with reference to*) Standar Global Reporting Initiative (GRI) 2021 dan Sustainable Accounting Standards Board (SASB): *Health Care Delivery*.

Terdapat pernyataan kembali informasi atas laporan terdahulu, yakni data intensitas energi tahun 2023 dan 2024 karena adanya perubahan pembagi penghitung intensitas energi dan emisi, dari yang sebelumnya pendapatan di Kantor Pusat dan Kantor Cabang Denpasar menjadi pendapatan konsolidasi Prodia sesuai Laporan Keuangan *Audited*. Kami belum melakukan verifikasi tertulis (*assurance*) oleh pihak independen atas Laporan ini. Seluruh informasi dan data dalam Laporan ini telah disahkan Direksi selaku badan tertinggi tata kelola keberlanjutan Prodia, dan data keuangan sudah diaudit Kantor Akuntan Publik. Kami telah menanggapi umpan balik atas Laporan sebelumnya dari pemangku kepentingan, di antaranya karyawan, regulator, dan akademisi. Bentuk tanggapan yang dilakukan adalah penyampaian informasi yang lebih komprehensif, terutama pada topik-topik material. Kami juga menerima kritik maupun saran terkait Laporan Keberlanjutan 2025 yang dapat disampaikan melalui kontak di bawah ini maupun pada Lembar Umpan Balik di akhir Laporan. [G.1][G.2][G.3][2-4][2-5]

PT Prodia Widyahusada Tbk ('Prodia') publishes a Sustainability Report on an annual basis. The previous report was published on March 18, 2025. The sustainability performance period covered in this report is from January 1 to December 31, 2025. Information on sustainability performance specifically covers the Company's data, excluding subsidiaries, and includes the Head Office and Branch Offices for certain specified metrics. Financial performance information is presented based on the Company's Consolidated Financial Statements for the fiscal year ending December 31, 2025. [2-2][2-3]

This report has been prepared in accordance with the Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies; the Technical Guidelines for Sustainability Reporting as stipulated in OJK Circular Letter (SEOJK) No. 16/SEOJK.04/2021; and with reference to the Global Reporting Initiative (GRI) Standards 2021 and the Sustainability Accounting Standards Board (SASB) Standards: Health Care Delivery.

There is a restatement of previously reported information, specifically the energy intensity data for 2023 and 2024, due to a change in the denominator used to calculate energy and emissions intensity, from previously using revenue of the Head Office and Denpasar Branch to using Prodia's consolidated revenue in accordance with the Audited Financial Statements. We have not conducted external assurance by an independent third party for this Report. All information and data contained herein have been authorized by the Board of Directors, as Prodia's highest sustainability governance body, while financial data has been audited by a Public Accounting Firm. We have addressed stakeholders' feedback on previous reports, including from employees, regulators, and academics, by providing more comprehensive information, particularly on material topics. We also welcome criticisms and suggestions regarding our 2025 Sustainability Report, which can be submitted through the contact information provided below or via the Feedback Form at the end of this Report. [G.1][G.2][G.3][2-4][2-5]

Kontak terkait Laporan [2-3]
Contact regarding the Report

Marina Eka Amalia

AVP Legal, Investor Relation, & Corporate Secretary | Data Protection Officer
Telp | Phone: (021) 314 4182 ext. 3816
Surel | Email: corporate.secretary@prodia.co.id
Situs Web | Website: www.prodia.co.id



Topik Material dan Dampak LST pada Keuangan Perseroan [3-1][3-2][3-3]
Material Topics and the Impact of ESG on the Company's Financial Performance

Topik material ditetapkan dalam proses yang melibatkan pemangku kepentingan internal maupun eksternal, dengan pendekatan uji materialitas ganda (*double materiality assessment*/DMA) guna mengidentifikasi materialitas dampak dan materialitas finansial. Uji yang dilakukan meliputi identifikasi dampak, risiko dan peluang, yang ditimbulkan Prodia maupun pengaruhnya terhadap Perseroan. Topik material yang ditetapkan telah mendapatkan persetujuan Direksi selaku badan tertinggi tata kelola keberlanjutan Perseroan. Berdasarkan penetapan Direksi, terdapat enam topik material yang menjadi prioritas pengungkapan dalam Laporan Keberlanjutan Prodia.

The material topics were determined through a process involving both internal and external stakeholders, utilizing a double materiality assessment (DMA) approach. This assessment encompasses the identification of impacts, risks, and opportunities generated by Prodia, as well as their influence on the Company. The established material topics have been approved by the Board of Directors, as the Company's highest sustainability governance body. Based on the Board of Directors' determination, there are six material topics prioritized for disclosure in Prodia's Sustainability Report.

Topik Material 2025 | 2025 Material Topics

No.	Topik Material (Berdasarkan Prioritas) Material Topics (Based on Priority)	Pemangku Kepentingan Terdampak Impacted Stakeholders	Dampak Materialitas Impact Materiality	Financial Materialitas Financial Materiality
1	**Layanan Unggul, Inklusif, dan Inovasi Bertanggung Jawab** Service Excellence, Inclusive, and Responsible Innovation	**Pemegang Saham, Pemerintah, Karyawan, Pelanggan, Mitra Usaha dan Pemasok Bisnis** Shareholders, Government, Employees, Customers, Business Partners and Suppliers	●●●●	●●●●
2	**Transformasi Digital, Keamanan Siber, dan Kepercayaan Pelanggan** Digital Transformation, Cybersecurity, and Customer Trust	**Pemegang Saham, Pemerintah, Karyawan, Pelanggan, Media** Shareholders, Government, Employees, Customers, Media	●●●●	●●●○
3	**Kesejahteraan Pekerja dan Budaya Berkelanjutan** Employee Well-being and Sustainable Culture	**Pemerintah, Karyawan** Government, Employees	●●●●	●●●●
4	**Layanan Kepedulian Sosial** Social Care Services	**Pemerintah, Masyarakat dan Komunitas** Government, People and Community	●●●○	●●●○
5	**Material Ramah Lingkungan dan Pengadaan Berkelanjutan** Green Materials and Sustainable Procurement	**Pemerintah, Karyawan, Mitra Usaha dan Pemasok, Media** Government, Employees, Business Partners and Suppliers, Media	●●●○	●●●○
6	**Pengelolaan Air, Energi, dan Limbah** Water, Energy, and Waste Management	**Pemerintah, Karyawan, Pelanggan, Masyarakat dan Komunitas, Mitra Usaha dan Pemasok, Media** Government, Employees, Customers, People and Community, Business Partners and Suppliers, Media	●●●○	●●●○

Keterangan | Notes:
● Topik lingkungan | Environmental topics ● Topik sosial | Social topics ● Topik tata kelola | Governance topics

Skala 1-4 (Sangat Rendah – Sangat Tinggi) Scale 1-4 (Very Low – Very High)	●○○○ = 1 (Sangat Rendah | Very Low) ●●○○ = 2 (Rendah | Low) ●●●○ = 3 (Tinggi | High) ●●●● = 4 (Sangat Tinggi | Very High)

Layanan Unggul, Inklusif dan Inovasi Bertanggung Jawab
Service Excellence, Inclusive and Responsible Innovation

Layanan unggul, inklusif dan inovasi bertanggung jawab adalah beberapa keutamaan Prodia. Hal tersebut berdampak terhadap pemegang saham, karyawan, masyarakat dan pelanggan, sehingga berpotensi menimbulkan risiko bisnis, keuangan dan operasional, yang dapat berpengaruh pada finansial Perseroan. Kami mengelola risiko-risiko tersebut dengan membangun fasilitas dan layanan berstandar internasional untuk seluruh kalangan. Dalam jangka menengah dan panjang, upaya tersebut membuka peluang bagi pengembangan usaha serta menjadikan Prodia sebagai rujukan dalam ekosistem kesehatan nasional. Evaluasi kinerja layanan unggul dan inovasi yang bertanggung jawab dievaluasi melalui penilaian KPI, laporan kinerja, audit dan survei kepuasan pelanggan. Hasil evaluasi dilaporkan kepada Direksi.

Service excellent, inclusive, and responsible innovation are among Prodia's key priorities. These priorities have impacts on shareholders, employees, communities, and customers, and may give rise to business, financial, and operational risks that could affect the Company's financial performance. We manage these risks by developing internationally standardized facilities and services that are accessible to all segments of society. In the medium to long term, these efforts create opportunities for business development and position Prodia as a reference within the national healthcare ecosystem. The performance of excellent services and responsible innovation is evaluated through KPI assessments, performance reports, audits, and customer satisfaction surveys. The evaluation results are reported to the Board of Directors.



Transformasi Digital, Keamanan Siber dan Kepercayaan Pelanggan
Digital Transformation, Cybersecurity and Customers Trust

Transformasi digital menjadi pondasi Prodia meningkatkan layanan dan pengembangan bisnis, yang berdampak terhadap karyawan, masyarakat maupun pelanggan. Kondisi tersebut berpotensi menimbulkan risiko operasional dan keuangan, terutama terhadap perlindungan data serta keamanan siber, sehingga akan berpengaruh pada keuangan Perseroan. Dalam jangka pendek menengah, pengelolaan risiko tersebut memberi peluang untuk memaksimalkan efisiensi dan percepatan akses layanan, sehingga meningkatkan kepercayaan terhadap Prodia. Evaluasi kinerja transformasi digital dilakukan melalui penilaian pencapaian target KPI fungsi, pelaporan kinerja dan audit. Hasil evaluasi dilaporkan kepada Direksi.

Digital transformation serves as the foundation for Prodia in enhancing services and business development, with impacts on employees, communities, and customers. This condition may give rise to operational and financial risks, particularly related to data protection and cybersecurity, which may affect the Company's financial performance. In the short to medium term, effective risk management creates opportunities to maximize efficiency and accelerate access to services, thereby increasing trust in Prodia. The performance of digital transformation is evaluated through assessments of functional KPI target achievements, performance reporting, and audits. The evaluation results are reported to the Board of Directors.



Kesejahteraan Pekerja dan Budaya Berkelanjutan
Employee Well-being and Sustainable Culture

Kinerja unggul Prodia dipengaruhi keberadaan karyawan dan pemasok. Kondisi tersebut berpotensi menimbulkan risiko operasional, terutama dalam menjaga hubungan ketenagakerjaan yang harmonis dengan karyawan, serta kontrak pekerjaan yang efektif dengan pemasok. Dalam jangka menengah panjang, pengelolaan risiko tersebut juga memberi peluang bagi terciptanya kemitraan yang akan meningkatkan produktivitas kerja karyawan dan pemasok, sehingga akan memengaruhi keuangan Perseroan. Evaluasi kinerja terkait kesejahteraan pekerja dan budaya berkelanjutan dievaluasi melalui penilaian KPI fungsi, laporan kinerja, dan audit. Hasil evaluasi dilaporkan kepada Direksi.

Prodia's excellent performance is influenced by the presence of employees and suppliers. This condition may give rise to operational risks, particularly in maintaining harmonious labor relations with employees and effective contractual arrangements with suppliers. In the medium to long term, effective risk management also creates opportunities to establish partnerships that enhance employee and supplier productivity, which in turn may affect the Company's financial performance. Performance related to worker welfare and a sustainable culture is evaluated through functional KPI assessments, performance reports, and audits. The evaluation results are reported to the Board of Directors.



Layanan Kepedulian Sosial
Social Care Services

Keberadaan Prodia berdampak terhadap masyarakat terutama kelompok dengan kondisi tingkat kesehatan rendah dalam mendapatkan layanan kesehatan. Kondisi tersebut berpotensi menimbulkan risiko operasional dan risiko reputasi, terutama dalam menyediakan akses layanan kepedulian sosial yang dapat memengaruhi keuangan Perseroan. Upaya yang dilakukan akan membuka peluang bagi menguatnya citra positif Prodia dan meningkatkan kesadaran masyarakat mendapatkan layanan kesehatan, sehingga

Prodia's presence has an impact on communities, particularly groups with low levels of health, in accessing healthcare services. This condition may give rise to operational and reputational risks, especially in providing access to social care services that could affect the Company's financial performance. The initiatives undertaken create opportunities to strengthen Prodia's positive image and increase public awareness of the importance of accessing healthcare services, thereby, in the short to medium term, opening

dalam jangka pendek dan menengah membuka peluang menambah pelanggan. Evaluasi kinerja layanan kepedulian sosial dievaluasi melalui penilaian KPI dan laporan kinerja. Hasil evaluasi dilaporkan kepada Direksi.

opportunities to increase the customer base. The performance of social care services is evaluated through KPI assessments and performance reports. The evaluation results are reported to the Board of Directors.



Material Ramah Lingkungan dan Pengadaan Berkelanjutan
Green Materials and Sustainable Procurement

Laboratorium dan klinik Prodia menempati bangunan, yang dapat berdampak terhadap lingkungan sehingga akan berpengaruh terhadap masyarakat, pelanggan, karyawan dan pemasok. Kondisi tersebut berpotensi menimbulkan risiko operasional dan keuangan, terutama dari pengelolaan lingkungan yang dapat berpengaruh pada keuangan Perseroan. Dalam jangka menengah dan panjang, pengelolaan risiko yang dilakukan berpeluang bagi optimalisasi pemakaian material ramah lingkungan, pengadaan berkelanjutan, serta penerapan inisiatif bangunan ramah lingkungan. Kinerja penggunaan material ramah lingkungan dan rantai pasok berkelanjutan dievaluasi melalui penilaian KPI fungsi, laporan kinerja dan audit. Hasil evaluasi dilaporkan kepada Direksi.

Prodia's laboratories and clinics occupy buildings that may have environmental impacts, thereby affecting communities, customers, employees, and suppliers. This condition may give rise to operational and financial risks, particularly related to environmental management, which could affect the Company's financial performance. In the medium to long term, the risk management measures implemented create opportunities to optimize the use of environmentally friendly materials, sustainable procurement, and the implementation of green building initiatives. Performance related to the use of environmentally friendly materials and a sustainable supply chain is evaluated through functional KPI assessments, performance reports, and audits. The evaluation results are reported to the Board of Directors.



Pengelolaan Air, Energi, dan Limbah
Water, Energy, and Waste Management

Operasional Prodia memerlukan pasokan air, energi dan di sisi lain menimbulkan limbah, sehingga berdampak terhadap pemerintah, karyawan, pelanggan, masyarakat dan pemasok. Kondisi tersebut berpotensi menimbukan risiko bisnis, operasional dan keuangan, terutama terhadap perubahan iklim yang akan memengaruhi keuangan Perseroan. Pengelolaan risiko yang dijalankan juga berpeluang bagi Prodia untuk meningkatkan efisiensi energi, air dan reduksi limbah serta memberikan layanan unggul yang disesuaikan dengan penyakit yang disebabkan perubahan iklim. Evaluasi kinerja pengelolaan energi dan limbah dievaluasi melalui penilaian KPI fungsi, laporan kinerja, dan audit. Hasil evaluasi dilaporkan kepada Direksi.

Prodia's operations require supplies of water and energy and, on the other hand, generate waste, thereby impacting government, employees, customers, communities, and suppliers. This condition may give rise to business, operational, and financial risks, particularly related to climate change, which could affect the Company's financial performance. The risk management measures implemented also create opportunities for Prodia to improve energy and water efficiency, reduce waste, and provide excellent services tailored to diseases caused by climate change. Performance related to energy and waste management is evaluated through functional KPI assessments, performance reports, and audits. The evaluation results are reported to the Board of Directors.



Dukungan terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Support for Sustainable Development Goals (SDGs)



TUJUAN 1: TANPA KEMISKINAN

GOAL 1: NO POVERTY

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 1.3
Perlindungan sosial yang tepat bagi semua, termasuk kelompok yang paling miskin.
Appropriate social protection for all, including the most disadvantaged groups.

INDIKATOR | INDICATORS 1.3.1.(B)
Proporsi peserta Program Jaminan Sosial Bidang Ketenagakerjaan.
Proportion of participants in the Employment Social Security Program.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
Seluruh (100%) karyawan Prodia merupakan peserta BPJS Ketenagakerjaan.
All (100%) employees are enrolled in the BPJS Ketenagakerjaan program.

TARGET 2026 | 2026 TARGET
100% karyawan telah mendapatkan pemeliharaan kesehatan, BPJS, fasilitas *medical check-up* (MCU), kesesuaian remunerasi dan tunjangan lainnya, serta mendapatkan hak cuti, libur dan jam kerja sesuai kesepakatan bersama.
100% of employees receive healthcare maintenance, BPJS coverage, medical check-up (MCU) facilities, appropriate remuneration and other benefits, as well as entitlement to leave, holidays, and working hours in accordance with the collective agreement.



TUJUAN 2: TANPA KELAPARAN

GOAL 2: ZERO HUNGER

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 2.2
Menghilangkan segala bentuk kekurangan gizi.
Eliminating all forms of malnutrition.

INDIKATOR | INDICATORS 2.2.3
Prevalensi anemia pada ibu hamil usia 15-49 tahun.
Prevalence of anemia in pregnant women aged 15-49 years

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
Kegiatan edukasi dan skrining thalassemia oleh Prodia dilaksanakan di Medan pada *World Kidney Day* dengan 58 peserta, serta di Palabuhanratu, Sukabumi, dengan skrining dan edukasi thalassemia yang diikuti 120 peserta.
Prodia conducted thalassemia education and screening activities in Medan on World Kidney Day with 58 participants, as well as in Palabuhanratu, Sukabumi, where thalassemia screening and education were attended by 120 participants.

TARGET 2026 | 2026 TARGET
Melaksanakan program pemeriksaan dan sosialisasi thalasemia.
Implementing a thalassemia awareness program.

TUJUAN 3: KEHIDUPAN SEHAT DAN SEJAHTERA
GOAL 3: GOOD HEALTH AND WELL BEING

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 3.8
Menghilangkan segala bentuk kekurangan gizi. | Eliminating all forms of malnutrition.

INDIKATOR | INDICATORS 3.8.1*
Cakupan pelayanan kesehatan esensial.
Coverage of essential health services.

3.8.1.[A]
Unmet need pelayanan kesehatan
Unmet need for healthcare services.

INDIKATOR | INDICATORS 3.8.2
Proporsi populasi dengan pengeluaran rumah tangga yang besar untuk kesehatan sebagai bagian dari total pengeluaran rumah tangga atau pendapatan.
Proportion of the population with large household expenditures on healthcare as a share of total household expenditure or income.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
- Cakupan layanan Prodia meliputi berbagai kota dan kabupaten di Indonesia. Pencapaian: Cakupan layanan Prodia meliputi 82% kota dan 27% kabupaten di Indonesia.
- 100% karyawan telah mendapatkan pemeliharaan kesehatan, BPJS, fasilitas MCU, kesesuaian remunerasi dan tunjangan lainnya, serta mendapatkan hak cuti, libur dan jam kerja sesuai kesepakatan bersama.
- Prodia's service coverage encompasses various cities and regencies across Indonesia. Achievement: Prodia's service coverage reaches 82% of cities and 27% of regencies in Indonesia.
- 100% of employees receive healthcare, BPJS, MCU, appropriate remuneration and other benefits, as well as leave, holidays, and working hours in accordance with mutual agreements.

TARGET 2026
2026 TARGET
- Cakupan layanan Prodia 90% dari kota dan 30% kabupaten di Indonesia.
- 100% karyawan mendapatkan BPJS dan terlayani layanan kesehatan mental.
- Prodia's service coverage reaches 90% of cities and 30% of regencies in Indonesia.
- 100% of employees are covered by BPJS and have access to mental health services.

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 3.B
Mendukung penelitian dan pengembangan vaksin dan obat penyakit menular dan tidak menular yang terutama berpengaruh terhadap negara berkembang.
Supporting research and development of vaccines and medicines for communicable and non-communicable diseases, particularly those affecting developing countries.

INDIKATOR | INDICATORS 3.B.2*
Total Official Development Assistant (ODA) untuk penelitian medis dan sektor kesehatan dasar.
Total Official Development Assistance (ODA) for medical research and the basic healthcare sector.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
Target: Adanya peningkatan inovasi tes baru di 2025 dibandingkan tahun sebelumnya
Pencapaian: Pencapaian inovasi tes baru mencapai 271% dari target tahunan, dengan target 14 tes per tahun dan realisasi pada 2025 sebanyak 38 tes baru.
Target: An increase in the number of new test innovations in 2025 compared to the previous year.
Achievement: The achievement of new test innovation reached 271% of the annual target, with a target of 14 tests per year and a realization of 38 new tests in 2025.

TARGET 2026-2028
2026-2028 TARGET
Peningkatan inovasi tes baru mencapai 5,5% dari total tes 2025.
Innovation in new tests increased to 5.5% of total tests in 2025.

TUJUAN 5: KESETARAAN GENDER
GOAL 5: GENDER EQUALITY

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 5.5
Menjamin partisipasi penuh dan efektif, serta dan kesempatan yang sama bagi perempuan untuk memimpin di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi, dan masyarakat.
Ensuring full and effective participation, as well as equal opportunities for women to lead at all levels of decision-making in political, economic, and social life.

INDIKATOR | INDICATORS 5.5.2
Proporsi perempuan yang berada di posisi manajerial.
Proportion of women in managerial positions.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
80% karyawan telah mengikuti pelatihan dan pendidikan pengembangan karier sebanyak 20 jam untuk non-tenaga kesehatan dan 30 jam untuk tenaga kesehatan.
80% of employees have completed training and career development programs totaling 20 hours for non-healthcare workers and 30 hours for healthcare workers.

TARGET 2026 | 2026 TARGET
100% karyawan telah mengikuti pelatihan dan pendidikan pengembangan karier sebanyak 20 jam untuk non-tenaga kesehatan dan 30 jam untuk tenaga kesehatan.
100% of employees have completed 20 hours of training and career development programs for non-healthcare employees and 30 hours for healthcare employees.

TUJUAN 6: AIR BERSIH DAN SANITASI LAYAK
GOAL 6: CLEAN WATER AND SANITATION

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 6.3
Meningkatkan kualitas air dengan mengurangi polusi, menghilangkan pembuangan, dan meminimalkan pelepasan material dan bahan kimia berbahaya.
Improve water quality by reducing pollution, eliminating discharges, and minimizing releases of hazardous materials and chemicals.

INDIKATOR | INDICATORS 6.3.1.(A)
Persentase limbah cair yang diolah secara aman.
Percentage of wastewater safely treated.

TARGET 6.4.
Pada 2030, secara signifikan meningkatkan efisiensi penggunaan air di semua sektor, dan menjamin penggunaan dan pasokan air tawar yang berkelanjutan untuk mengatasi kelangkaan air.
By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity.

INDIKATOR | INDICATORS 6.4.1.
Perubahan efisiensi penggunaan air dari waktu ke waktu.
Changes in water use efficiency over time.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
- Seluruh (100%) efluen diolah secara aman dan telah memenuhi baku mutu.
- Terdapat inventarisasi jumlah air yang diambil, dikonsumsi dan dibuang telah terinventarisasi di Kantor Pusat dan Prodia Denpasar.
- 100% of effluent is treated safely and complies with quality standards.
- An inventory of the amount of water withdrawn, consumed, and discharged has been completed at Head Office and Prodia Denpasar.

TARGET 2026 | 2026 TARGET
- 5% efluen digunakan kembali untuk penyiraman taman/ *flushing toilet* pada cabang yang telah memiliki sistem *recycle*.
- Terdaftar inventarisasi jumlah air yang diambil, dikonsumsi dan dibuang telah terinventarisasi 100% pemenuhan baku mutu efluen di satu cabang per wilayah, kelas A.
- 5% of effluent is reused for garden irrigation/toilet flushing at branches that already have a recycle system.
- The inventory of water withdrawn, consumed, and discharged has been fully recorded, with 100% compliance with effluent quality standards at one branch per region, classified as Class A.

TUJUAN 7: ENERGI BERSIH DAN TERJANGKAU
GOAL 7: AFFORDABLE AND CLEAN ENERGY

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 7.2
Meningkatkan pangsa energi terbarukan dalam bauran energi global.
Increase renewable energy share in the global energy mix.

INDIKATOR | INDICATORS 7.2.1
Bauran energi terbarukan.
Renewable energy mix.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
- Pembuatan kebijakan terkait penggunaan kendaraan ramah lingkungan untuk kendaraan operasional kantor yang berlokasi di ibukota provinsi.
- Penggunaan 6 unit kendaraan listrik sebagai kendaraan operasional di Kantor Pusat Jakarta.
- Penggunaan 858,47 liter biodiesel untuk kendaraan operasional di Kantor Pusat Jakarta dan Kantor Cabang Denpasar.
- Development of a policy on the use of environmentally friendly vehicles for office operational vehicles located in provincial capitals.
- The use of 6 units of electric vehicles as operational vehicles at the Jakarta Head Office.
- The use of 858.47 liters of biodiesel for operational vehicles at the Jakarta Head Office and the Denpasar Branch Office.

TARGET 2026-2028
2026-2028 TARGET
≤10% unit kendaraan operasional kantor yang berlokasi di ibukota provinsi menggunakan kendaraan ramah lingkungan.
≤10% of office operational vehicle units located in provincial capitals use environmentally friendly vehicles.

TUJUAN 8: PEKERJAAN LAYAK DAN PERTUMBUHAN EKONOMI
GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 8.8
Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja.
Protect labor rights and promote safe and secure working environments of all workers.

INDIKATOR | INDICATORS 8.8.1.(A)
Jumlah perusahaan yang menerapkan norma K3.
Number of companies implementing OHS norms.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
- Perseroan memiliki sertifikasi SMK3 dan ISO 45001.
- *Total Recordable Incident Rate* (TRIR) sebesar 1,75.
- Penyelenggaraan pelatihan K3 umum dan K3 laboratorium bagi seluruh karyawan.
- Mensosialisasikan dan mengimplementasikan perubahan kebijakan K3.
- The Company holds OHSMS and ISO 45001 certifications.
- The Total Recordable Incident Rate (TRIR) was 1.75.
- Implementation of general OHS and laboratory OHS training for all employees.
- Dissemination and implementation of changes to OHS policies.

TARGET 2026
2026 TARGET
- Konsisten melakukan pelatihan simulasi kecelakaan kerja, kebakaran dan bencana.
- 100% karyawan mengikuti sosialisasi pelatihan K3 Umum dan K3 Laboratorium.
- Perseroan 100% mampu menindaklanjuti hasil temuan sertifikasi SMK3 dan ISO 45001.
- Total Recordable Incident Rate (TRIR) sebesar 5.
- Consistent conduct of workplace accident, fire, and disaster simulation training.
- 100% of employees participated in General OHS and Laboratory OHS training dissemination.
- The Company is able to follow up on 100% of findings from SMK3 and ISO 45001 certifications.
- The Total Recordable Incident Rate (TRIR) was 5.



TUJUAN 9: INDUSTRI, INOVASI, DAN INFRASTRUKTUR
GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 9.4
Memperkuat riset ilmiah, meningkatkan kapabilitas teknologi sektor industri di semua negara, terutama negara-negara berkembang, termasuk pada tahun 2030, mendorong inovasi dan secara substansial meningkatkan jumlah pekerja penelitian dan pengembangan per 1 juta orang dan meningkatkan pembelanjaan publik dan swasta untuk penelitian dan pengembangan.
Strengthen scientific research and enhance the technological capabilities of the industrial sector in all countries, particularly developing countries, including by 2030, by encouraging innovation and substantially increasing the number of research and development workers per 1 million people, as well as increasing public and private spending on research and development.

INDIKATOR | INDICATORS 9.5.2.(A)
Proporsi sumber daya manusia bidang ilmu pengetahuan dan teknologi dengan gelar Doktor (S3).
Proportion of human resources in the field of science and technology holding Doctoral (PhD) degrees.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
Sebanyak 36 sumber daya manusia memiliki gelar S3.
A total of 36 human resources hold PhD degrees.

TARGET 2026 | 2026 TARGET
Perseroan senantiasa mendukung karyawannya untuk menempuh pendidikan tingkat lanjut, termasuk melanjutkan hingga jenjang doktoral.
The Company consistently supports its employees in pursuing advanced education, including up to the doctoral level.



TUJUAN 10: BERKURANGNYA KESENJANGAN
GOAL 10: REDUCED INEQUALITIES

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 10.4
Mengadopsi kebijakan, terutama kebijakan fiskal, upah dan perlindungan sosial, serta secara progresif mencapai kesetaraan yang lebih besar.
Adopt policies, especially fiscal, wage, and social protection policies, and progressively achieve greater equality.

INDIKATOR | INDICATORS 10.4.1. (B)
Proporsi peserta Program Jaminan Sosial Bidang Ketenagakerjaan.
Proportion of participants in the Employment Social Security Program.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
100% karyawan telah mendapatkan pemeliharaan kesehatan, BPJS, fasilitas MCU, kesesuaian remunerasi, serta mendapatkan hak cuti, libur dan jam kerja sesuai kesepakatan bersama.
100% of employees have received healthcare coverage, BPJS, MCU facilities, remuneration in accordance with applicable standards, as well as leave entitlements, holidays, and working hours in accordance with the collective labor agreement.

TARGET 2026-2028 | 2026-2028 TARGET
- 100% karyawan dengan upah di atas UMP.
- 100% karyawan telah mendapatkan pemeliharaan kesehatan, BPJS, fasilitas MCU, kesesuaian remunerasi dan tunjangan lainnya, serta mendapatkan hak cuti, libur dan jam kerja sesuai kesepakatan bersama.
- 1 hari keluhan karyawan terespons dan ditindaklanjuti.
- 100% karyawan yang terlayani layanan kesehatan mental.
- 100% of employees receive wages above the Provincial Minimum Wage.
- 100% of employees have received healthcare coverage, BPJS, MCU facilities, appropriate remuneration and other benefits, as well as leave entitlements, holidays, and working hours in accordance with the collective labor agreement.
- Employee complaints are responded to and followed up within 1 day.
- 100% of employees have access to mental health services.

TUJUAN 11: KOTA DAN PEMUKIMAN YANG BERKELANJUTAN

GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 11.6
Mengurangi dampak lingkungan perkotaan, termasuk dengan memberi perhatian khusus pada kualitas udara.
Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality.

INDIKATOR | INDICATORS 11.6.1.(B)
Persentase sampah nasional yang terkelola.
Percentage of national waste managed.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT

- Seluruh (100%) limbah medis telah dikelola dengan aman.
- Volume timbulan limbah yang dikelola di Kantor Pusat dan Kantor Cabang Denpasar mencapai 85,89 ton untuk limbah B3 dan 417,36 m^3 untuk limbah non-B3.
- Mengawasi implementasi atas pedoman pengelolaan limbah setiap 6 bulan sekali.
- Terdapat *action plan* inisiatif pengurangan limbah melalui prinsip 3R (*reduce, reuse, recycle*).
- All (100%) medical waste has been managed safely.
- The volume of waste managed at the Head Office and the Denpasar Branch Office reached 85.89 tons of hazardous waste and 417.36 m^3 of non-hazardous waste.
- Oversight of the implementation of waste management guidelines is conducted every six months.
- An action plan is in place for waste reduction initiatives based on the 3R principles (reduce, reuse, recycle).

TARGET 2026
2026 TARGET

- Dokumen prosedur pengelolaan limbah ditinjau secara berkala.
- Monitoring jumlah limbah B3 yang dihasilkan dan dikelola secara berkala.
- Melakukan kembali *manifest* dan sertifikat detail pengelolaan limbah medis dilaporkan oleh pihak ketiga setiap 1 bulan sekali.
- Seluruh (100%) limbah medis telah dikelola dengan aman.
- Waste management procedure documents are reviewed periodically.
- The volume of hazardous waste generated and managed is monitored on a regular basis.
- Waste manifests and detailed certificates of medical waste management are revalidated and reported by third parties on a monthly basis.
- All (100%) medical waste is managed safely.

TUJUAN 13: PENANGANAN PERUBAHAN IKLIM

GOAL 13: CLIMATE ACTION

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 13.2
Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi dan perencanaan nasional.
Integrating actions to anticipate climate change into national policies, strategies, and planning.

INDIKATOR | INDICATORS
13.2.2
Jumlah emisi gas rumah kaca (GRK) per tahun.
Amount of greenhouse gas (GHG) emissions per year.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT
Berdasarkan pemetaan inventarisasi sumber-sumber emisi GRK lingkup 1 dan 2, diperoleh hasil emisi cakupan 1 sebesar 21,36 ton CO_2eq dan emisi cakupan 2 sebesar 2.402,40 ton CO_2eq untuk Prodia Tower dan Prodia Denpasar.
Based on the inventory mapping of Scope 1 and Scope 2 GHG emission sources, Scope 1 emissions amounted to 21.36 tons of CO_2e and Scope 2 emissions amounted to 2,402.40 tons of CO_2e for Prodia Tower and Prodia Denpasar.

TARGET 2026 | 2026 TARGET

- Terdapat *baseline* emisi.
- Melakukan perhitungan proyeksi emisi lingkup 1 dan 2 di Prodia Tower dan Prodia Denpasar.
- Menetapkan target pengurangan emisi untuk lingkup 1 dan 2.
- An emissions baseline is established.
- Conduct projection calculations of Scope 1 and Scope 2 emissions for Prodia Tower and Prodia Denpasar.
- Set targets for Scope 1 and Scope 2 emission reduction.

TUJUAN 16: PERDAMAIAN, KEADILAN, DAN KELEMBAGAAN YANG KUAT
GOAL 16: PEACE, JUSTICE, AND STRONG INSTITUTIONS

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 16.5
Mengurangi korupsi dan penyuapan dalam segala bentuk.
Reducing corruption and bribery in all forms.

INDIKATOR | INDICATORS 16.5.1.(A)
Indeks Perilaku Anti-korupsi
Anti-Corruption Behavior Index

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
- Berdasarkan kajian diketahui penetapan Kebijakan Anti Korupsi, Kolusi, dan Nepotisme (Anti-KKN) pada dokumen-dokumen perikatan (agreement) dengan vendor, pelanggan, dan pihak ketiga lainnya, masih relevan untuk diterapkan.
- 100% pimpinan tertinggi di setiap cabang dan wilayah telah mengikuti sosialisasi Kebijakan Anti-KKN.
- Sosialisasi Kebijakan Anti-KKN diikuti oleh seluruh karyawan Prodia dan para pemasok.
- Target: 90% jumlah insiden KKN yang direspons dan diselesaikan.
- Pencapaian: Tidak adanya insiden KKN yang terjadi selama 2025.
- Based on the assessment, the establishment of the Anti-Corruption, Collusion, and Nepotism (Anti-CCN) Policy in contractual documents (agreements) with vendors, customers, and other third parties remains relevant for implementation.
- 100% of top management at each branch and regional office have participated in the socialization of the Anti-CCN Policy.
- The dissemination of the Anti-CCN Policy has been attended by all Prodia employees and suppliers.
- Target: 90% of CCN-related incidents were responded to and resolved.
- Achievement: There were no incidents of Anti-CCN recorded throughout 2025.

TARGET 2026 | 2026 TARGET
- Melanjutkan sosialisasi Kebijakan Anti-KKN kepada manajemen, karyawan Prodia dan pemasok.
- Melakukan sosialisasi etika bisnis dan *whistleblowing system* ke manajemen, karyawan, dan pemasok
- 92% jumlah insiden KKN direspons dan diselesaikan.
- Melakukan kajian penetapan Kebijakan Anti-KKN pada dokumen-dokumen perikatan (*agreement*) dengan vendor, pelanggan, dan pihak ketiga lainnya.
- 100% manajemen telah mengikuti sosialisasi kebijakan Anti-KKN.
- Continue dissemination of the Anti-CCN Policy to management, Prodia employees, and suppliers.
- Dissemination of business ethics and the whistleblowing system to management, employees, and suppliers.
- 92% of CCN-related incidents are responded to and resolved.
- An assessment has been conducted on the establishment of the Anti-CCN Policy in contractual documents (agreements) with vendors, customers, and other third parties.
- 100% of management have participated in the dissemination of the Anti-CCN Policy.

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 16.10
Menjamin akses publik terhadap informasi dan melindungi kebebasan mendasar, sesuai dengan peraturan nasional dan kesepakatan internasional.
Ensure public access to information and protect fundamental freedoms, in accordance with national regulations and international agreements.

INDIKATOR | INDICATORS 16.10.1(B)
Jumlah penanganan pelanggaran Hak Asasi Manusia (HAM).
Number of Human Rights (HR) violations addressed.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025 | 2025 TARGET AND ACHIEVEMENT
- Melakukan kajian integrasi aspek HAM dalam *Code of Conduct* dan Perjanjian Kerja Bersama (PKB).
- 100% Direksi, Komisaris, Manajer dan karyawan telah mengikuti sosialisasi kebijakan HAM.
- 100% karyawan anak perusahaan telah mengikuti sosialisasi Kebijakan HAM.
- Sosialisasi aspek HAM diikuti oleh seluruh karyawan Prodia dan para pemasok.
- Review the integration of Human Rights aspects into the Code of Conduct and the Collective Labor Agreement (CLA).
- 100% of the Board of Directors, Board of Commissioners, managers, and employees have participated in the dissemination of the Human Rights Policy.
- 100% of employees of subsidiaries have participated in the dissemination of the Human Rights Policy.
- The dissemination of human rights aspects has been attended by all Prodia employees and suppliers.

TARGET 2026 | 2026 TARGET
- Melanjutkan kajian integrasi aspek HAM dalam *Code of Conduct* dan Perjanjian Kerja Bersama (PKB).
- 100% pihak ketiga telah mengikuti sosialisasi kebijakan HAM.
- Melanjutkan sosialisasi Kebijakan HAM kepada karyawan Prodia dan pemasok.
- Continued assessment of the integration of human rights aspects into the Code of Conduct and the Collective Labor Agreement (CLA).
- 100% of third parties participate in the dissemination of the Human Rights Policy.
- Continue dissemination of the Human Rights Policy to Prodia employees and suppliers.

TUJUAN 17: KEMITRAAN UNTUK MENCAPAI TUJUAN

GOAL 17: PARTNERSHIPS FOR THE GOALS

Metadata TPB Kementerian PPN/Bappenas | Ministry of PPN/Bappenas SDGs Metadata

TARGET 17.8
Mengoperasionalisasikan secara penuh teknologi dan sains.
Fully operationalize technology and science.

INDIKATOR | INDICATORS 17.8.1
Persentase pengguna internet.
Percentage of internet users.

Dukungan PRODIA | PRODIA Support

TARGET DAN PENCAPAIAN 2025
2025 TARGET AND ACHIEVEMENT

- Total pengunduh aplikasi U by Prodia sebanyak >2,9 juta.
- Rata-rata pengguna aktif bulanan U by Prodia mencapai >500 ribu pengguna.
- Total downloads of the U by Prodia application exceeded 2.9 million.
- The average monthly active users of U by Prodia surpassed 500 thousand users.

TARGET 2026-2028| 2026-2028 TARGET

- Penambahan jumlah pengguna aplikasi hingga 50% dari jumlah pengguna pada 2025 (500.000 pengguna).
- Jumlah order transaksi *online* >20% setiap tahun.
- Penambahan jumlah pengunduh aplikasi hingga 50% dari 1.000.000 pengunduh.
- An increase in the number of application users by up to 50% from the number of users in 2025 (500,000 users).
- The number of online transaction orders increases by more than 20% annually.
- An increase in the number of application downloads by up to 50% from 1,000,000 downloads.





TENTANG PRODIA
About Prodia

Perjalanan Prodia dimulai pada tanggal 7 Mei 1973 di Kota Solo, Jawa Tengah. Pada tanggal 8 Februari 1988, PT Prodia Widyahusada berdiri dan menjadi perusahaan terbuka pada tanggal 7 Desember 2016. Saat ini Prodia hadir dan menjangkau 34 provinsi di Indonesia, serta memiliki kemitraan internasional di tiga negara yakni Timor Leste, Malaysia, dan Taiwan. Kami mempunyai ribuan jenis tes serta mendapat pengakuan nasional maupun internasional, sehingga sejajar dengan kualitas laboratorium internasional. Prodia mendapatkan akreditasi dari College of American Pathologist (CAP) selama 13 tahun berturut-turut, sesuai akreditasi terakhir pada 2024.

Prodia's journey began on May 7, 1973 in the city of Solo, Central Java. On February 8, 1988, PT Prodia Widyahusada was established and became a publicly listed company on December 7, 2016. Today, Prodia operates across all 34 provinces in Indonesia and maintains international partnerships in three countries, namely Timor-Leste, Malaysia, and Taiwan. The Company offers thousands of test types and has received both national and international recognition, placing it on par with international laboratories for quality. Prodia has been accredited by the College of American Pathologists (CAP) for 13 consecutive years, in accordance with its most recent accreditation in 2024.

Profil Perusahaan [2-1]
Company Profile

Nama Perusahaan Company Name	PT Prodia Widyahusada Tbk (Prodia)
Status Badan Hukum Legal Status	Perseroan Terbatas Terbuka Terdaftar pada Bursa Efek Indonesia (BEI). Public Limited Liability Company Listed on the Indonesia Stock Exchange (IDX).
Kode Saham Stock Code	**PRDA**
Kepemilikan Saham [C.3] Share Ownership	PT Prodia Utama : 57% Bio Majesty Pte.Ltd : 15% Saham Treasuri | Treasury Stock : 5% Masyarakat | Public : 23%
Alamat Kantor Pusat [C.2] Head Office Address	Prodia Tower Jl. Kramat Raya No.150, Jakarta Pusat 10430, Indonesia Telp | Phone: +62-21-314 4182 Faks | Fax: +62-21-314 4181 Surel | E-mail: Corporate Secretary: corporate.secretary@prodia.co.id Investor Relation: investor.relation@prodia.co.id Situs Web | Website: www.prodia.co.id

Skala Organisasi [C.3]
Organizational Scale

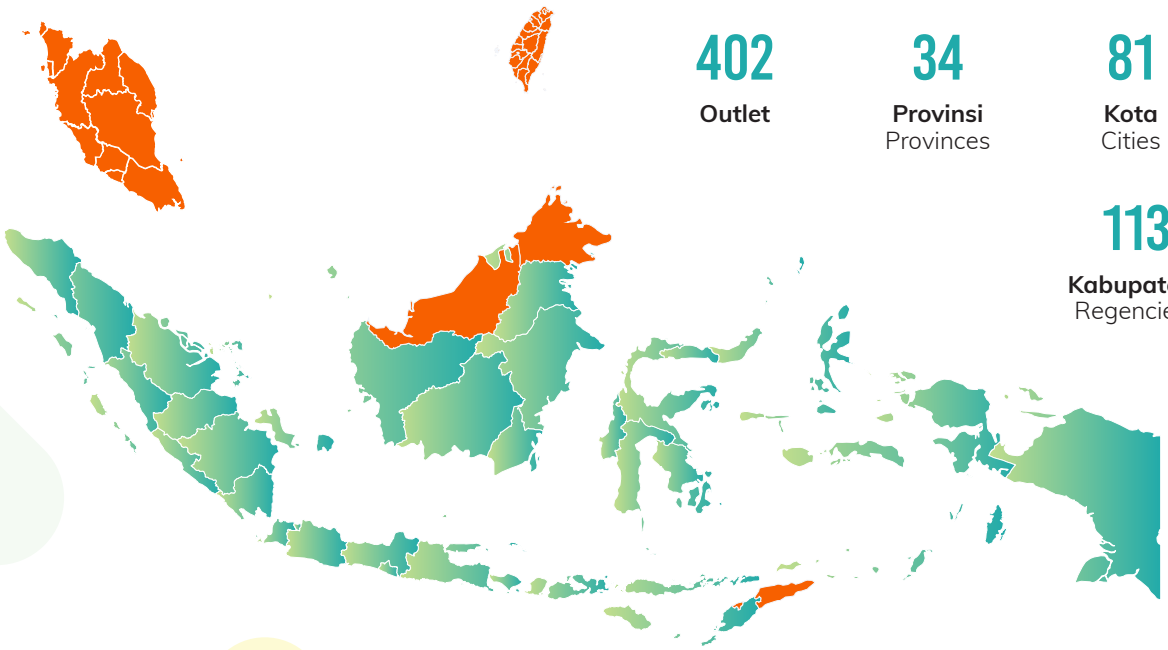
Uraian Description		Satuan Unit	2025	2024	2023
Jumlah Pekerja Number of Employees	Karyawan Prodia Prodia Employee	Orang People	3.520	3.799	3.734
	Non-Karyawan Non-Employee		1.025	1.010	983
	Jumlah Total		4.545	4.809	4.717
Jumlah Kunjungan | Number of Visits		Juta Million	2,79	2,77	2,83
Total Pendapatan | Total Revenue		Rp Miliar Billion Rp	2.281,70	2.252,19	2.222,47
Laba Bersih Tahun Berjalan Net Profit for the Year			206,69	270,04	259,32
Total Kapitalisasi Total Capitalization	Total Liabilitas Total Liabilities		302,48	355,45	347,45
	Total Ekuitas Total Equities		2.393,70	2.484,69	2.360,61
Total Aset | Total Assets			**2.696,18**	**2.840,14**	**2.708,06**

Wilayah Operasi [C.3][2-1]
Operational Areas

Wilayah operasi Prodia berada di Indonesia. Wilayah operasi di negara lain meliputi kemitraan strategis di Timor Leste, Taiwan, dan Malaysia.

Prodia's operational areas are located in Indonesia. Operations in other countries are carried out through strategic partnerships in Timor-Leste, Taiwan, and Malaysia.

Peta Wilayah Operasi Prodia di Indonesia [C.3][2-1]
Prodia's Operational Area Map in Indonesia



402 **Outlet**

34 **Provinsi** Provinces

81 **Kota** Cities

113 **Kabupaten** Regencies

Cakupan Wilayah Operasi dan Jenis Klinik Laboratorium Tahun 2025
Coverage of Operational Areas and Types of Laboratory Clinics in 2025

Wilayah Area	**Cabang** Branch	**Point of Care (POC)/ POC Collection Center (CC)**	**Kerja Sama Rumah Sakit/*Genomic Site*** Hospital Collaboration/ Genomic SIte	**Jumlah** Total
Sumatra	25	34	2	61
Jakarta dan Sekitarnya Jakarta and Surrounding Areas	41	50	2	93
Jawa Barat West Java	19	17	1	37
Jawa Tengah Central Java	25	35	0	60
Jawa Timur, Bali, Nusa Tenggara East Java, Bali, Nusa Tenggara	19	57	2	78
Kalimantan	8	8	1	17
Sulawesi, Maluku, Papua	16	39	1	56
Jumlah Total	**153**	**240**	**9**	**402**

Kegiatan Usaha, Produk Dihasilkan, dan Rantai Nilai [C.4][2-6]

Kegiatan Usaha Utama

1. Menjalankan usaha aktivitas pelayanan kesehatan yang dilakukan oleh paramedis;
2. Menjalankan usaha aktivitas pelayanan penunjang kesehatan; serta
3. Menjalankan usaha aktivitas klinik swasta.

Kegiatan Usaha Penunjang

Menjalankan usaha-usaha lain, di antaranya perdagangan dan usaha yang berkaitan, serta mendukung bidang usaha kegiatan usaha utama Perseroan sesuai regulasi yang berlaku.

Business Activities, Products, and Value Chain [C.4][2-6]

Primary Business Activities

1. Running healthcare service activities performed by paramedics;
2. Running supporting healthcare service activities; and
3. Operating private clinics.

Supporting Business Activities

Undertaking other businesses, including trade and related businesses, which support the Company's core business activities under applicable regulations.

Pengungkapan informasi lebih lanjut terkait rantai nilai dalam kegiatan usaha Perseroan dan produk dihasilkan, disampaikan Laporan Tahunan 2025 PT Prodia Widyahusada Tbk.
Further information related to the value chain in the Company's business activities and its products, is presented in the 2025 Annual Report of PT Prodia Widyahusada Tbk.

Keanggotaan pada Asosiasi [C.5][2-28]
Associations Membership

Nama Asosiasi Name of Association	Status Keanggotaan Membership status
Asosiasi Nasional National Association	
Ikatan Laboratorium Kesehatan Indonesia (ILKI) Indonesian Health Laboratory Association (ILKI)	Pengurus Administrator
Persatuan Diabetes Indonesia (Persadia) Indonesian Diabetes Association (Persadia)	
Asosiasi Klinik Indonesia (ASKLIN) Indonesian Clinic Association (ASKLIN)	
iCIO Community	
Indonesian Association for Clinical Chemistry (IACC)	
Himpunan Studi Obesitas Indonesia (HISOBI) Indonesian Obesity Study Association (HISOBI)	
Indonesian Corporate Counsel Association	
Persatuan Ahli Teknologi Laboratorium Medik Indonesia (PATELKI) Indonesian Association of Medical Laboratory Technology Experts (PATELKI)	Anggota & Pengurus Member & Administrator
Perhimpunan Dokter Spesialis Patologi Klinik dan Kedokteran Indonesia (PDS PATKLIN) Indonesian Association of Clinical Pathology and Laboratory Medicine Specialists (PDS PATKLIN)	
Alzheimer Indonesia (ALZI)	Anggota Member
Asosiasi Healthtech Indonesia (AHI) Association of Healthtech Indonesia (AHI)	
Masyarakat Bioinformatika dan Biodiversitas Indonesia (MABBI) Indonesian Society for Bioinformatics and Biodiversity (MABBI)	
Asosiasi Metabolik Indonesia Indonesian Metabolomics Association	
Perhimpunan Klinik & Fasilitas Pelayanan Kesehatan Indonesia (PKFI) Indonesian Association of Clinics & Healthcare Facilities (PKFI)	
Indonesian Society of Human Genetics (Inashg)	
Kamar Dagang Indonesia (KADIN) Indonesian Chamber of Commerce (KADIN)	
Indonesia Corporate Secretary Association (ICSA)	
Asosiasi Internasional International Association	
Asian and Pacific Federation of Clinical Biochemistry (APFCB)	Pengurus Administrator
American Association for Clinical Chemistry (AACC)	Anggota Member
Information Systems Audit and Control Association (ISACA)	
International Federation for Clinical Chemistry (IFCC)	
Clinical & Laboratory Standards Institute (CLSI)	
International Society for Neonatal Screening (ISNS)	

Sertifikasi dan Penghargaan Eksternal
Certifications and External Awards

Sertifikasi Certification	Lembaga Penerbit Issuing Institution	Jumlah *Outlet* Number of Outlet
SNI ISO 15189: 2022	Komite Akreditasi Nasional National Accreditation Body of Indonesia	31
SNI ISO 17025:2017		1
The College of American Pathologists (CAP)	The College of American Pathologists (CAP)	1
ISO 45001:2018 Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Occupational Health and Safety Management System (OHSMS)	PT Superintending Company of Indonesia (SUCOFINDO)	1
Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) Occupational Safety and Health Management System (OHSMS)	Kementerian Kesehatan Republik Indonesia Ministry of Health Republic Indonesia	1
SNI ISO 27001 Sistem Manajemen Keamanan Informasi Information Security Management System	TUV SUD Indonesia	1
ISO 9001:2015 Sistem Jaminan Mutu Quality Management System	Lloyd's Register Quality Assurance (LRQA)	15
Akreditasi Laboratorium Medis Medical Laboratory Accreditation	Kementerian Kesehatan Republik Indonesia Ministry of Health Republic Indonesia	108
Akreditasi Klinik Clinical Accreditation		62

Selama 2025, Prodia memperoleh 14 penghargaan. Beberapa di antaranya merupakan penghargaan internasional:

Prodia meraih predikat *Gold Winner* untuk kategori *Best in Customer Service*, *Best Digital Transformation Project*, *Best CX Branch Retail Service*, dan *Best Contact Center Design*. Penghargaan diberikan pada ajang *Global Contact Center World Asia Pacific Awards* 2025 yang merupakan bagian dari *The 20th Annual NEXT GENERATION APAC Contact Center & CX Best Practices*, dan diselenggarakan oleh ContactCenterWorld pada 21–25 Juli di Nusa Dua, Bali.

In 2025, Prodia received 14 awards, several of which were international recognitions:

Prodia earned the Gold Winner title in the categories of Best in Customer Service, Best Digital Transformation Project, Best CX Branch Retail Service, and Best Contact Center Design. These awards were presented at the Global Contact Center World Asia Pacific Awards 2025, which was part of the 20th Annual NEXT GENERATION APAC Contact Center & CX Best Practices, organized by ContactCenterWorld and held on July 21–25 in Nusa Dua, Bali.





Selain itu, terdapat penghargaan bersifat khusus terkait capaian kinerja keberlanjutan Prodia, di antaranya:

1. Penghargaan *The Best Corporate Transparency & Emission Reduction Awards* 2025 dari InvestorTrust.id dengan predikat Ruby. Penghargaan ini merupakan bentuk apresiasi atas transparansi dan komitmen Prodia dalam mengelola emisi karbon serta menjalankan langkah-langkah pengurangannya secara berkelanjutan.
2. Perseroan menerima 3 penghargaan dalam ajang ESG Now Awards 2025 atas programnya yang bertajuk "Skrining Penyakit Langka bersama Indonesia Rare Disorders sejak 2019, 2023, dan 2025" dalam Pilar Sosial - *Health & Well-Being Champion* yang diselenggarakan oleh Republika.
3. Perseroan menerima penghargaan "*Distinction Award in ESG Risk Mitigation*" dalam ajang ESG Awards 2025 yang diselenggarakan oleh InvestorTrust.id.

In addition, Prodia received several awards specifically related to its sustainability performance achievements, including:

1. The Best Corporate Transparency & Emission Reduction Awards 2025 from InvestorTrust.id with a Ruby award. This award represents an appreciation for Prodia's transparency and commitment in managing carbon emissions and implementing continuous emission reduction measures.
2. The Company also received 3 recognition at the ESG Now Awards 2025 for its program entitled "Rare Disease Screening in collaboration with Indonesia Rare Disorders since 2019, 2023, and 2025," under the Social Pillar – Health & Well-Being Champion category, organized by Republika.
3. The Company received the "Distinction Award in ESG Risk Mitigation" at the ESG Awards 2025 organized by InvestorTrust.id.







Informasi lebih lanjut mengenai penghargaan yang diterima oleh Perseroan selama 2025 dapat dilihat pada Laporan Tahunan Prodia 2025.

Further information regarding the awards received by the Company during 2025 can be found in the 2025 Prodia Annual Report.

ESG Rating oleh Lembaga Independen

Prodia berhasil mempertahankan posisinya dalam Indeks Keberlanjutan ESG Quality 45 IDX KEHATI (ESGQKEHATI) untuk periode Desember 2024 hingga Mei 2025, serta dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) untuk periode Desember 2024 hingga November 2025.

ESG Rating by Independent Institution

Prodia successfully maintained its position in the ESG Quality 45 IDX KEHATI Index (ESGQKEHATI) for the period December 2024 to May 2025, as well as in the IDX KEHATI ESG Sector Leaders Index (ESGSKEHATI) for the period December 2024 to November 2025.

ESGQKEHATI mencakup 45 saham terbaik berdasarkan penilaian kinerja LST dan kualitas keuangan perusahaan dengan likuiditas yang baik, sedangkan ESGSKEHATI berisi saham-saham dengan kinerja LST di atas rata-rata sektornya dan likuiditas yang baik. Pencapaian ini menggaris bawahi komitmen Prodia dalam meningkatkan kualitas penerapan tata kelola perusahaan yang baik untuk mendukung pelaksanaan praktik-praktik keberlanjutan.

ESGQKEHATI comprises 45 leading stocks based on assessments of ESG performance and financial quality of companies with strong liquidity, while ESGSKEHATI includes stocks with ESG performance above the average of their respective sectors and strong liquidity. This achievement underscores Prodia's commitment to enhancing the quality of good corporate governance implementation in support of sustainable practices.

Perubahan Signifikan [C.6]

Selama 2025, terdapat beberapa perubahan signifikan di Prodia, antara lain:

1. Perseroan memperluas jejaring layanan diagnostik lintas negara melalui mekanisme rujukan ke Prodia, dengan berkolaborasi bersama mitra strategis di Timor Leste, Taiwan, dan Malaysia. Perluasan jejaring layanan diagnostik lintas negara ini merupakan langkah strategis untuk membawa layanan diagnostik unggulan ke tingkat internasional sebagai South East Asia (SEA) *Referral Laboratory*.
2. Perseroan melakukan pembelian saham PT Prodia StemCell Indonesia (ProSTEM), perusahaan di bidang terapi regeneratif berbasis sel punca. Jumlah pembelian saham mencapai 69.512 lembar saham atau setara dengan kepemilikan saham 30% pada ProSTEM. Langkah ini mencerminkan komitmen Prodia mendorong inovasi di dunia medis, khususnya dalam pengembangan pengobatan regeneratif.
3. Prodia merealisasikan pembelian saham kembali (*buyback*) 47.724.500 lembar saham atau setara 5,09% dari total saham Perseroan. Langkah ini bertujuan untuk mengoptimalkan struktur modal dan memberikan imbal hasil kepada pemegang saham.

Significant Changes [C.6]

During 2025, several significant changes took place at Prodia, including:

1. The Company expanded its cross-border diagnostic service network through a referral mechanism to Prodia, in collaboration with strategic partners in Timor-Leste, Taiwan, and Malaysia. This expansion represents a strategic step to bring Prodia's leading diagnostic services to the international level as a Southeast Asia (SEA) Referral Laboratory.
2. The Company acquired shares in PT Prodia StemCell Indonesia (ProSTEM), a company operating in the stem cell–based regenerative therapy. The share acquisition amounted to 69,512 shares, equivalent to a 30% stake in ProSTEM. This action reflects Prodia's commitment to driving innovation in the medical field, particularly in the development of regenerative medicine.
3. Prodia realized a buyback of 47,724,500 shares, equivalent to 5.09% of the Company's total outstanding shares. This action was undertaken to optimize the capital structure and provide returns to shareholders.

Pengungkapan informasi lain terkait peristiwa penting lainnya disampaikan dalam Laporan Tahunan 2025 PT Prodia Widyahusada Tbk.

Disclosure of other information related to significant events in the Company is presented in the 2025 Annual Report of PT Prodia Widyahusada Tbk.

Insan Prodia
Prodia People

Jumlah pekerja di Prodia per 31 Desember 2025 mencapai 4.545 orang. Mereka terdiri dari 3.520 karyawan dan mitra Prodia, serta 1.025 orang atau 22,55% bukan karyawan/pekerja alih daya. Adapun penurunan jumlah karyawan pada 2025 disebabkan karena optimalisasi pekerjaan melalui sentralisasi fungsi dan pemanfaatan teknologi. [2-8][S-04]

As of December 31, 2025, the total workforce at Prodia amounted to 4,545 individuals, consisting of 3,520 employees and Prodia partners, as well as 1,025 individuals or 22.55% non-employees/ outsourced workers. The decrease in the number of employees in 2025 was attributable to work optimization through the centralization of functions and the enhanced utilization of technology. [2-8][S-04]

Komposisi Karyawan [C.3][2-7][401-1][405-1][S-02]
Employee Composition

Komposisi Karyawan Berdasarkan Jenis Kelamin
Employee Composition Based on Gender

Jenis Kelamin Gender	2025		2024		2023	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Laki-laki | Male	922	26,19	994	26,16	989	26,49
Perempuan | Female	2.598	73,81	2.805	73,84	2.745	73,51
Jumlah Total	**3.520**	**100,00**	**3.799**	**100,00**	**3.734**	**100,00**

Komposisi Karyawan Berdasarkan Status Kepegawaian
Employee Composition Based on Employment Status

Status Kepegawaian Employment Status	2025	2024	2023
Karyawan Tetap Permanent Employee	2.936	2.992	2.966
Karyawan Tidak Tetap/Kontrak Non-Permanent Employee	201	287	385
Mitra Kerja Sama Partner	367	482	357
Masa Percobaan (per 31 Desember) Probation Period (as of December 31)	16	38	46
Jumlah Total	**3.520**	**3.799**	**3.734**

Komposisi Karyawan Berdasarkan Tingkat Pendidikan
Employee Composition by Education Level

Tingkat Pendidikan Education Level	2025	2024	2023
Doktor (S3) | Doctorate	36	37	32
Master (S2) | Master's	295	293	278
Sarjana (S1) | Bachelor's	1.110	1.123	1.102
Diploma	1.937	2.151	2.088
SMA dan Sederajat | High School and Equivalent	132	182	216
Di Bawah SMA | Below High School	10	13	18
Jumlah **Total**	**3.520**	**3.799**	**3.734**

Komposisi Karyawan Berdasarkan Tingkat Jabatan dan Jenis Kelamin
Employee Composition by Position Level and Gender

Tingkat Jabatan Position Level	2025					2024	2023
	Laki-laki Male		Perempuan Female		Jumlah Total		
	Jumlah Total	%	Jumlah Total	%			
Entry-level	692	19,66	1.991	56,56	2.683	2.954	2.536
Mid-level	169	4,80	503	14,29	672	680	676
Senior-level	59	1,68	96	2,73	155	155	155
Executive-level	2	0,06	8	0,23	10	10	10
Jumlah **Total**	**922**	**26,19**	**2.598**	**73,81**	**3.520**	**3.799**	**3.734**

Komposisi Karyawan Berdasarkan Kelompok Usia, Tingkat Jabatan, dan Jenis Kelamin
Employee Composition by Age Group, Position Level, and Gender

Kelompok Usia (Tahun) Age Group (Years)	2025								2024	2023
	Entry-level		Mid-level		Senior-level		Executive-level [G-01]			
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female		
18-24	25	80	2	2	0	0	0	0	325	166
25-34	305	946	65	98	7	9	0	0	1.571	1.606
35-44	196	662	76	229	28	37	0	1	1.185	1.203
45-54	107	240	26	173	24	46	2	6	608	617
>55	59	63	0	1	0	4	0	1	110	142
Jumlah **Total**	**692**	**1.991**	**169**	**503**	**59**	**96**	**2**	**8**	**3.799**	**3.734**

Kinerja Ekonomi
Economic Performance

Prodia terus berupaya dalam menyediakan dan menjaga mutu layanan diagnostik terbaik bagi pelanggan/pengunjung, disertai upaya penerapan praktik LST. Prodia terus membangun masa depan layanan kesehatan berkelanjutan yang terintegrasi, digital, dan berpusat pada pelanggan. Berbagai upaya yang dilakukan sepanjang 2025 oleh Prodia telah berhasil mempertahankan kepercayaan pelanggan dan pemangku kepentingan lainnya, serta merealisasikan pencapaian yang tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP).

Prodia continues to strive to provide and maintain the highest quality diagnostic services for customers and visitors, accompanied by efforts to implement ESG practices. Prodia remains committed to building the future of sustainable healthcare services that are integrated, digital, and customer-centric. The various initiatives undertaken by Prodia throughout 2025 have successfully maintained the trust of customers and other stakeholders, while also realizing the achievements set forth in the Company's Work Plan and Budget (RKAP).

Perbandingan Target dengan Realisasi Kinerja Keuangan dan Produksi Tahun 2025 [F.2]
Comparison of Financial and Production Performance Targets with Results in Year 2025

Uraian Description	**Satuan** Unit	**2025**		**2026**
		Target	**Realisasi** Realization	**Target**
Kinerja Finansial | Financial Performance				
Pendapatan Bersih | Net Revenue	Rp Miliar Billion Rp	2.395,74	2.281,70	2.371,25
Laba Bersih | Net Profit		289,61	206,69	235,69
Kinerja Produksi | Production Performance				
Jumlah Kunjungan Number of Visits	Juta Orang Million People	2,84	2,79	2,83
Indeks Kepuasan Pelanggan Customer Satisfaction Index	Skala 1-100% 1-100% Scale	85	87,87	85

Pada tahun pelaporan, Prodia merealisasikan investasi keberlanjutan sebesar Rp121.955 juta untuk mendukung kegiatan operasional. Sebagian besar investasi dialokasikan untuk IT & Lab Development sebesar Rp76.892 juta (63,0%) guna memperkuat infrastruktur teknologi dan meningkatkan kualitas layanan diagnostik. Sementara itu, sebesar Rp45.063 juta (37,0%) digunakan untuk pengembangan jejaring *outlet* dalam rangka memperluas akses masyarakat terhadap layanan kesehatan Perseroan. [F.3]

During the reporting year, Prodia realized sustainability investments totaling Rp121,955 million to support its operational activities. The majority of the investment was allocated to IT & Lab Development amounting to Rp76,892 million (63.0%) to strengthen technological infrastructure and enhance the quality of diagnostic services. Meanwhile, Rp45,063 million (37.0%) was allocated for the development of the Company's outlet network to expand public access to the Company's healthcare services. [F.3]

Nilai Ekonomi Langsung Diperoleh dan Didistribusikan [F.3]
Direct Economic Value Generated and Distributed

Pencapaian kinerja positif pada 2025 menjaga Nilai Ekonomi yang Diperoleh. Prodia membukukan Pendapatan Usaha Rp2.281,70 miliar, tumbuh 1,31% dari 2024 sebesar Rp2.252,19 miliar. Sementara itu, Laba Usaha pada 2025 mencapai Rp206,69 miliar. Seluruh pendapatan berasal dari jasa layanan diagnostik kepada pelanggan/pengunjung tanpa bantuan finansial dari pemerintah. [201-4]

Positive performance in 2025 sustained Economic Value Generated. Prodia recorded Operating Revenue of Rp2,281.70 billion, growing by 1.31% from Rp2,252.19 billion in 2024. Meanwhile, Operating Profit in 2025 reached Rp206.69 billion. All revenue was derived from diagnostic services provided to customers/visitors, with no financial assistance from the government. [201-4]

Nilai Ekonomi Dihasilkan dan Didistribusikan (Rp Miliar) [201-1]
Economic Value Generated and Distributed (Billion Rp)

Uraian Description	2025	2024	2023
Nilai Ekonomi yang Diperoleh (A) | Economic Value Generated (A)			
Pendapatan Usaha | Operating Revenue	2.281,70	2.252,19	2.222,47
Nilai Ekonomi yang Didistribusikan (B) | Economic Value Distributed (B)			
Remunerasi dan Tunjangan Karyawan Employee Remuneration and Benefits	387,03	389,82	404,27
Dividen bagi Pemegang Saham Dividend to Shareholders	162,12	155,59	222,99
Pembayaran Pajak kepada Pemerintah Expenditure for Government	56,11	67,47	105,66
Pengeluaran untuk Masyarakat Expenditure for Community	1,37	1,27	1,70
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	606,64	614,15	734,62
Nilai Ekonomi Ditahan (A-B) | Economic Value Retained (A-B)			
Jumlah Nilai Ekonomi Ditahan Total Economic Value Retained	**1.675,06**	**1.638,04**	**1.487,85**

Keterangan | Notes:
Data merupakan kinerja keuangan konsolidasian. | Data represents consolidated financial performance.

Pada 2025, kami membayarkan pajak kepada Pemerintah Indonesia sebesar Rp56,11 miliar. Seluruh proses perpajakan dilakukan secara digital sehingga mengurangi pemakaian kertas sebagai dokumen fisik. Pelaksanaan Kebijakan Pajak untuk masing-masing ruang lingkup dikoordinir, dipantau, dan dievaluasi oleh fungsi yang membidangi perpajakan. Pengelolaan perpajakan di Prodia dijalankan melalui pendekatan kepatuhan, dengan melibatkan karyawan dan Kantor Pelayanan Pajak (KPP). [207-1][207-2][207-3][207-4]

In 2025, the Company paid taxes to the Indonesian Government amounting to Rp56.11 billion. All tax processes are conducted digitally, thereby reducing the use of paper as physical documentation. The implementation of the Tax Policy for each scope is coordinated, monitored, and evaluated by the relevant tax function. Tax management at Prodia is carried out through a compliance-based approach, involving employees and the Tax Office. [207-1][207-2] [207-3][207-4]

Layanan Unggul, Inklusif, dan Inovasi yang Bertanggung Jawab

Excellent, Inclusive Services and Responsible Innovation

Prodia sangat memerhatikan kepuasan pelanggan dengan menerapkan standar layanan unggul dan inklusif kepada semua pelanggan, disertai inovasi yang bertanggung jawab. Kami juga penerapan sistem manajemen mutu terpadu dengan audit mutu secara berkala. Peningkatan layanan unggul berdampak pada tingkat kepuasan pelanggan sehingga akan menambah jumlah kunjungan dan pelanggan baru ke laboratorium maupun klinik Prodia, yang dapat berpengaruh pada keuangan Perseroan. Pengaruh pada keuangan Perseroan berasal dari potensi bertambahnya pendapatan dari jasa layanan kepada pelanggan/pengunjung, maupun karena biaya investasi untuk kebutuhan fasilitas dan sumber daya terbaik.

Prodia places strong emphasis on customer satisfaction by applying excellent and inclusive service standards to all customers, accompanied by responsible innovation. The Company also implements an integrated quality management system with regular quality audits. Improvements in service excellence have a positive impact on customer satisfaction, which in turn may increase the number of visits and attract new customers to Prodia's laboratories and clinics, potentially affecting the Company's financial performance. The financial impact arises from the potential increase in revenue from service offerings to customers/visitors, as well as from investment costs required to provide the best facilities and resources.

Penarikan Produk/Jasa dan Survei Kepuasan Pelanggan

[F.27][F.29][F.30][HC-DY-250a.3]

Product/Service Withdrawal and Customer Satisfaction Survey

Sepanjang 2025, tidak ada produk/jasa layanan Prodia yang dihentikan atau ditarik kembali atas permintaan pihak berwenang. Seluruh produk/jasa layanan diagnostik serta penyelenggaraan laboratorium dan klinik Prodia, telah memenuhi ketentuan yang berlaku termasuk namun tidak terbatas pada Peraturan Menteri Kesehatan Nomor 14 Tahun 2021 tentang Standar Kegiatan Usaha dan Produk pada Penyelenggaraan Perizinan Berusaha Berbasis Risiko Sektor Kesehatan, yang diubah dari waktu ke waktu.

Kami menyadari produk/jasa maupun kegiatan yang diselenggarakan memberikan dampak sosial dan lingkungan. Secara berkala, Prodia juga melakukan survei kepuasan pelanggan. Hasil survei dalam Laporan ini disampaikan secara umum dan belum berdasar setiap jenis laboratorium dan klinik. Berdasarkan survei pada 2025, diperoleh hasil seluruh indikator telah memenuhi target yang ditetapkan.

Throughout 2025, none of Prodia's products or services were discontinued or withdrawn at the request of regulatory authorities. All diagnostic products and services, as well as the operation of Prodia's laboratories and clinics, complied with applicable regulations, including but not limited to Regulation of the Minister of Health Number 14 of 2021 on Standards for Business Activities and Products in the Implementation of Risk-Based Business Licensing in the Health Sector, as amended from time to time.

The Company acknowledges that its products, services, and activities have social and environmental impacts. Accordingly, Prodia conducts customer satisfaction surveys on a regular basis. The survey results presented in this Report are disclosed in aggregate and are not yet differentiated by each type of laboratory and clinic. Based on the 2025 survey, all indicators met the established targets.

Pengungkapan informasi mengenai dampak dimaksud dan pengelolaannya, disampaikan di bagian lain Laporan ini, pada bahasan Kinerja Pengelolaan Sosial dan Lingkungan. [F.23][F.28]

Disclosure of information regarding the aforementioned impacts and their management is presented in other sections of this Report, under the discussion of Social and Environmental Performance Management. [F.23][F.28]

Hasil Evaluasi Kepuasan Pelanggan [F.30][HC-DY-250a.2]
Result of Customers Satisfaction Evaluation

Uraian Description	Satuan Unit	2025		2024	2023
		Target	Realisasi | Realization		
Jumlah Kejadian Serius Dilaporkan Total Serious Reportable Events	Skala 1-100% 1-100% Scale	0	0	0	0
Indeks Kepuasan Pelanggan Customer Satisfaction Index (CSI)		85	87,87	86,40*	93,11
Net Promoter Score (NPS)		65	66,76	65,00	70,89
Customer Retention Rate (CPR)		60	57,40	57,80	57,00
Customer Satisfaction Score (CSAT)		90	95,59	92,20	N/A

Keterangan | Notes:
*Terdapat perubahan metode dan pertanyaan survei sesuai strategi Perseroan yang baru.
*There were changes in survey methods and questions in accordance with the Company's new strategy.



Meilki Balipa Emil
Aktor | Actor

Aktivitas saya saat ini cukup sering berkeliling kota untuk mencoba berbagai jenis kuliner Nusantara dengan beragam cita rasa. Karena itu, saya secara rutin melakukan pemeriksaan darah dan korestrol di Prodia Cabang Cibibur, cabang terdekat dari rumah saya. Pelayanannya sangat nyaman dan praktis, saya dapat langsung kontak melalui WhatsApp untuk membuat janji temu di pagi hari, dan sorenya hasilnya langsung ada di aplikasi. Terima kasih, Prodia Cibubur!

Lately, I have been spending quite a lot of time exploring the city to try various types of Indonesian cuisine, each offering its own distinctive flavors. Because of that, I routinely undergo blood and cholesterol tests at Prodia Cibubur Branch, the branch closest to my home. The service is very comfortable and convenient—I can easily make a morning appointment via WhatsApp, and by the afternoon, the results are already available in the app. Thank you, Prodia Cibubur!

Penanganan Keluhan Pelanggan [F.24]
Customer Complaint Handling



Penanganan kelihan pelanggan dilakukan melalui empat tahap, yaitu:

The customer complaint handling process is carried out through four stages, namely:

PENERIMAAN LAPORAN
REPORT RECEIPT

Prodia menyediakan berbagai kanal layanan pengaduan pelanggan.
Prodia provides various customer complaint service channels.

1. Kontak Prodia
   - WhatsApp: 0855 1500 830
   - Telegram: @prodia.id
   - Facebook: HealthyLife Prodia
   - X: @prodia_lab
   - Phone: 1500 830
   - Email: info@prodia.co.id
   - Website: www.prodia.co.id
2. Google Review
3. Laporan ke Cabang Prodia
   Report to Prodia Branch
4. Survei kepuasan pelanggan.
   Customer satisfaction survey

VERIFIKASI LAPORAN
REPORT VERIFICATION

Verifikasi pengaduan yang masuk dengan melakukan:
1. Pengecekan data pelanggan
2. Pengecekan data pelapor.
3. Pengecekan kronologi kejadian.

Verified incoming complaints by:
1. Checking customer data.
2. Checking reporter data.
3. Checking chronology of events.

PROSES PENYELESAIAN
SETTLEMENT PROCESS

Melakukan penelusuran, pencarian akar masalah, dan solusi penyelesaian Jika dibutuhkan, akan dilakukan evaluasi dan perbaikan prosedur/alur.

Conducting tracing, finding root cause, and resolution solutions. If needed, conducting evaluation and improvement of procedures/ flows.

SOLUSI
SOLUTION

Pelanggan dihubungi untuk penyampaian solusi atas pengaduan. Jika penyelesaian pengaduan membutuhkan waktu, maka diinformasikan waktu tunggu dan akan dihubungi kembali.

The customer is contacted to inform a solution to the complaint. If the resolution requires additional time, the waiting period will be communicated, and the customer will be contacted again.

Selama 2025, Prodia menerima 1.325.867 pengaduan. Dari jumlah tersebut, seluruhnya atau 100% telah diselesaikan, termasuk 26 pengaduan dari 2024 yang diselesaikan awal 2025. Seluruh pengaduan di 2025 tertangani dengan baik dan tepat waktu, sehingga tidak ada yang pengaduan yang dalam proses pengerjaan.

During 2025, Prodia received 1,325,867 customer complaints. Of this total, all complaints, or 100%, were resolved, including 26 complaints from 2024 that were resolved in early 2025. All complaints received in 2025 were handled properly and in a timely manner, resulting in no complaints remaining under processing.

Jumlah Pengaduan yang Diterima Tahun 2025
Number of Complaints Received in 2025

Kategori Pengaduan Complaint Category	Pengaduan Diterima dan Diselesaikan Complaints Received and Resolved	
	Total	%
Keluhan | Complaints	2.657	0,20
Informasi | Information	1.066.703	80,45
Permintaan | Requests	61.257	4,62
Saran dan Masukan | Suggestions and Feedback	508	0,04
Lain-lain | Others	194.742	14,69
Jumlah | Total	**1.325.867**	**100,00**

Inisiatif Keberlanjutan untuk Layanan Unggul dan Inklusif

Sejalan dengan *Sustainability Blueprint* 2024-2030, pada 2025, Prodia menetapkan 10 Inisiatif ESG Utama yang berisi inisiatif-inisiatif keberlanjutan, termasuk untuk layanan unggul dan inklusif.

1. Memperluas dan memaksimalkan layanan kesehatan digital melalui aplikasi U by Prodia yang memungkinkan pasien untuk mengakses hasil pemeriksaan tanpa perlu datang secara fisik ke klinik, fitur *chat online* dengan dokter, serta memonitor kesehatan pelanggan melalui aplikasi.
2. Kami memastikan aksesibilitas bagi semua kalangan termasuk penyandang disabilitas, di antaranya dengan menyediakan layanan "*Home Service*" oleh *phlebotomist* untuk kebutuhan laboratorium serta *home care* oleh dokter dan perawat untuk kebutuhan klinik untuk pengambilan darah di lokasi dan jadwal yang disesuaikan dengan preferensi pelanggan. Pada 2025, tercatat pengguna "*Home Service*" mencapai 148,6 ribu orang.
3. Prodia menyediakan klinik yang disesuaikan untuk layanan semua kelompok pelanggan. Bagi lanjut usia tersedia layanan Klinik Senior. Fokus layanan yang diberikan untuk mencegah pelanggan paruh baya dan warga senior mengalami demensia, *frailty* dan penyakit degeneratif lainnya.

Sustainability Initiatives for Excellent and Inclusive Services

In line with the Sustainability Blueprint 2024–2030, in 2025, Prodia established the Top 10 ESG Initiatives, which comprise various sustainability initiatives, including those related to excellent and inclusive services.

1. Expanding and optimizing digital healthcare services through the U by Prodia application, which enables patients to access test results without the need for physical visits to clinics, provides online chat features with doctors, and allows customers to monitor their health via the application.
2. Ensuring accessibility for all segments of society, including persons with disabilities, such as providing "Home Service" by phlebotomists for laboratory needs, as well as home care services by doctors and nurses for clinical needs, including blood sample collection at locations and schedules tailored to customer preferences. In 2025, the "Home Service" served 148.6 thousand individuals.
3. Providing clinics tailored to serve all customer groups. For senior citizens, Prodia offers Senior Clinics, with services focused on preventing middle-aged and elderly customers from developing dementia, frailty, and other degenerative diseases.

4. Terdapat Klinik *Women* yang berfokus pada layanan terkait ginekologi onkologi, serta pengelolaan kesehatan secara menyeluruh; dan Prodia *Children Health Care Center* yang merupakan klinik khusus anak usia 0-18 tahun dengan layanan berdasarkan kebutuhan perkembangan tahapan usia.
5. Prodia mendukung layanan bagi masyarakat berpenghasilan rendah maupun kelompok rentan lain, yang diberikan melalui program layanan peduli sosial. Prodia menjalin kerja sama dengan BPJS Kesehatan dalam pelaksanaan Program Pengelolaan Penyakit Kronis (PROLANIS) bagi peserta dengan hipertensi dan diabetes melitus tipe 2. Selain itu, Prodia juga mendukung upaya deteksi dini kanker serviks melalui layanan skrining kanker leher rahim (*pap smear*) bagi peserta BPJS Kesehatan. Dengan pemeriksaan laboratorium yang akurat dan berkualitas, Prodia berkomitmen mendukung pemantauan serta peningkatan kesehatan masyarakat secara berkelanjutan. [HC-DY-240a.1]

4. Operating Women's Clinics that focus on gynecologic oncology services and comprehensive health management, as well as the Prodia Children Health Care Center, a specialized clinic for children aged 0–18 years, offering services tailored to the needs of their developmental stages.
5. Supporting services for low-income communities and other vulnerable groups through social care service programs. Prodia collaborates with BPJS Kesehatan in implementing the Chronic Disease Management Program (PROLANIS) for participants with hypertension and type 2 diabetes mellitus. In addition, Prodia supports early detection efforts for cervical cancer through cervical cancer screening services (pap smear) for BPJS Kesehatan participants. Through accurate and high-quality laboratory examinations, Prodia is committed to supporting continuous monitoring and improvement of public health. [HC-DY-240a.1]

Pada 2025, kami melakukan ekspansi bisnis ke sektor terapi regeneratif melalui pembelian 30% saham PT Prodia StemCell Indonesia (Pro STEM), sebuah perusahaan bioteknologi yang fokus pada riset dan pengembangan terapi sel punca. Langkah ini menjadi bagian dari strategi jangka panjang Perseroan untuk memperkuat layanan diagnostik yang semakin personal dan berbasis teknologi tinggi, sekaligus memperluas portofolio layanan unggul Perseroan.

In 2025, the Company expanded its business to the regenerative therapy sector through the acquisition of a 30% equity stake in PT Prodia StemCell Indonesia (ProSTEM), a biotechnology company focused on research and development of stem cell therapy. This step is part of the Company's long-term strategy to strengthen increasingly personalized, high-technology–based diagnostic services, while also expanding the Company's portfolio of excellent services.

Inisiatif Keberlanjutan untuk Inovasi yang Bertanggung Jawab [F.26]
Sustainability Initiatives for Responsible Innovation

Kami terus berinovasi untuk mengembangkan teknologi *next generation laboratory*, guna menjadi *provider* layanan kesehatan generasi berikut terkemuka di Indonesia. Prodia memiliki beberapa mekanisme yang mendukung berlangsungnya inovasi. Salah satunya adalah Prodia *Scientific Day* yang menjadi wadah bagi masyarakat ilmiah (*scientific society*) seperti profesor, ilmuwan, serta dokter, untuk mendapatkan pembaruan informasi dan inspirasi perkembangan pengobatan presisi

We continue to innovate in developing next-generation laboratory technologies to become a leading next-generation healthcare service provider in Indonesia. Prodia has established several mechanisms to support ongoing innovation, one of which is the Prodia Scientific Day. This forum serves as a platform for the scientific society, such as professors, scientists, and physicians, to obtain the latest updates and inspiration on the development of precision medicine for complex diseases,

terkait penyakit kompleks seperti kanker, penyakit jantung, dan gangguan genetik. Pada 2025, Prodia *Scientific Day* bertema "*Healthy Aging for Longevity*", dan menjadi mekanisme untuk berbagi pengetahuan baru serta solusi klinis yang membantu masyarakat menua dengan baik.

Selama 2025, Prodia meluncurkan beberapa inovasi produk, antara lain:

1. Peluncuran 38 tes baru, antara lain:
   - Prodia *Nutrigenomics* 2.0, merupakan pemeriksaan genomik y berdasarkan lebih dari 170 varian (SNP) dan memberikan informasi yang dapat ditindaklanjuti sesuai profil genotipe.
   - Tes G6PD untuk membantu mengetahui apakah seseorang mempunyai defisiensi G6PD, yaitu kondisi bawaan yang membuat sel darah merah mudah rusak bila terkena infeksi, obat tertentu, atau makanan tertentu.
   - IHK-Napsin A, yakni pemeriksaan untuk membantu mengenali jenis kanker paru, asal tumornya, serta kemungkinan perjalanan penyakit ke depannya, sekaligus menjadi pelengkap diagnosis kanker paru berbasi imunohistokimia (IHK).
2. Inovasi alat atau teknologi baru, antara lain:
   - ***Giotto automatic stainer***: untuk pewarnaan Hematoksilin-Eosin (HE) dan Papanicolaou yang digunakan dalam pemeriksaan histopatologi serta pemeriksaan sitologi untuk sediaan *pap smear*, baik ginekologi (Gyn) maupun non-ginekologi (Non-Gyn).
   - **ONSO SBB**: untuk mendeteksi detail terkecil pada komposisi genetik manusia, termasuk mutasi genetik yang berpotensi menyebabkan penyakit.
   - **Agilent LC-MS/MS 6465 Ultivo**: untuk pengembangan pemeriksaan Melatonin dan Reverse T3 (rT3), serta mendukung penelitian di bidang kedokteran.

including cancer, cardiovascular diseases, and genetic disorders. In 2025, Prodia Scientific Day carried the theme "Healthy Aging for Longevity" and became a mechanism for sharing new knowledge and clinical solutions that help society age well.

Throughout 2025, Prodia launched several product innovations, including:

1. Launch of 38 new tests, including:
   - Prodia Nutrigenomics 2.0, a genomic examination based on more than 170 variants (SNPs), providing actionable insights tailored to individual genotype profiles.
   - G6PD test, which helps determine whether an individual has G6PD deficiency, a congenital condition that causes red blood cells to be more susceptible to damage when exposed to infections, certain medications, or specific foods.
   - IHC–Napsin A, a test designed to help identify the type of lung cancer, determine the origin of the tumor, and assess the potential disease trajectory, serving as a complementary diagnostic tool for immunohistochemistry (IHC)-based lung cancer diagnosis.
2. Innovations in equipment or new technologies, including:
   - **Giotto automatic stainer:** for Hematoxylin–Eosin (HE) and Papanicolaou staining used in histopathological examinations as well as cytological examinations for Pap smear specimens, both gynecological (Gyn) and non-gynecological (Non-Gyn).
   - **ONSO SBB**: for detecting the finest details in human genetic composition, including genetic mutations that may potentially cause disease.
   - **Agilent LC-MS/MS 6465 Ultivo**: for the development of Melatonin and Reverse T3 (rT3) testing, as well as supporting research in the medical field.

- **Miris *Human Milk Analyzer***: untuk mengukur konsentrasi makronutrien (karbohidrat, protein, dan lemak) serta memperkirakan kandungan energi pada ASI.
- **Knauer Osmometer**: Untuk mengukur osmolalitas berbagai jenis sampel cair, seperti serum, plasma, urin, dan cairan biologis lainnya.

3. Peresmian Prodia Clinical Multiomics Center (PCMC) *by Mass-Spectrometry Technology* yang menyediakan lebih dari 140 *marker* dengan pendekatan *multiomics* untuk memahami kondisi tubuh secara menyeluruh. Didukung teknologi terkini seperti *mass spectrometry* dan kromatografi, layanan ini memungkinkan deteksi dini, prediksi risiko, dan perancangan terapi yang lebih personal. PCMC juga terhubung dengan seluruh cabang Prodia, sehingga mudah diakses oleh masyarakat.
4. Fitur-fitur baru pada aplikasi U by Prodia, yaitu 'Smart Report 2.0' yang menyajikan hasil pemeriksaan dalam bentuk visual yang lebih mudah dipahami, '*Health Plan: Meal Plan & Exercise Plan*' yang memberikan panduan gaya hidup sehat berbasis hasil laboratorium, serta inovasi terbaru seperti '*Online Brain Function Screening*' untuk skrining fungsi kognitif otak, '*Chronic Disease Management* (CDM)/ Met-U untuk pemantauan kesehatan metabolik, serta '*Sub-account*' sebagai fitur untuk memudahkan pengguna mendaftarkan anggota keluarga sehingga memudahkan lansia yang kurang akrab teknologi dan membantu meningkatkan jumlah pengguna melalui pengelolaan akun yang lebih sederhana.

- **Miris Human Milk Analyzer**: for measuring macronutrient concentrations (carbohydrates, proteins, and fats) and estimating energy content in breast milk.
- **Knauer Osmometer**: for measuring the osmolality of various liquid samples, such as serum, plasma, urine, and other biological fluids.

3. Inauguration of the Prodia Clinical Multiomics Center (PCMC) by Mass Spectrometry Technology, which provides more than 140 markers using a multiomics approach to comprehensively understand the body's condition. Supported by advanced technologies such as mass spectrometry and chromatography, this service enables early detection, risk prediction, and the design of more personalized therapies. PCMC is also connected to all Prodia branches, making it easily accessible to the public.
4. New features in the U by Prodia application, including Smart Report 2.0, which presents test results in more intuitive visual formats; Health Plan: Meal Plan & Exercise Plan, which provides healthy lifestyle guidance based on laboratory results; as well as the latest innovations such as Online Brain Function Screening for brain cognitive function screening, Chronic Disease Management (CDM)/Met-U for metabolic health monitoring, and the Sub-account feature, which allows users to easily register family members—facilitating access for elderly users who may be less familiar with technology and helping to increase the number of users through simpler account management.

Persaingan Usaha Sehat dan Transparansi Tarif

[HC-DY-270a.1][HC-DY-270a.2]

Prodia mengedepankan persaingan usaha sehat dan menolak perilaku anti-kompetitif, termasuk monopoli maupun oligopoli. Selama 2025, kami tidak pernah mendapatkan denda maupun sanksi hukum lain dari pihak berwenang, karena sangkaan persaingan usaha tidak sehat. Prodia telah menyampaikan informasi tarif jasa untuk seluruh layanan diagnostik secara transparan kepada pelanggan. Informasi tersebut dapat diakses pelanggan, sehingga mereka telah mengetahui tarif yang harus dibayarkan sebelum prosedur mendapatkan jasa layanan dari Prodia. Informasi tarif dapat diakses melalui beberapa kanal, di antaranya melalui aplikasi "U by Prodia", situs web Prodia, *call center* 1500 830, atau WhatsApp 0855 1500 830. [206-1]

Saat ini, informasi tarif jasa layanan meliputi lebih dari 3.000 jenis layanan dari total layanan di Prodia. Sampai dengan akhir periode pelaporan, Prodia hanya memberikan jasa layanan laboratorium medis dan klinik. Kami tidak memberikan layanan rawat inap bagi pengunjung/pelanggan. Dengan demikian, Laporan ini tidak mengungkapkan informasi mengenai layanan dengan jumlah rawat inap terbanyak selama 2025. [HC-DY-270a.3]

Kebijakan Penerbitan Resep [HC-DY-260a.1]

Prodia adalah penyelenggara jasa layanan diagnostik, sehingga tidak menerbitkan resep dan memberikan obat-obatan maupun zat tertentu kepada pelanggan/pengunjung. Namun, kami memiliki layanan konsultasi kesehatan yang melibatkan dokter, sehingga dokter dapat menerbitkan resep bila diperlukan. Penerbitan resep dilakukan digital atau *e-prescription* dan terintegrasi dengan pusat data sehingga akan terawasi. Resep diarahkan kepada apotek rujukan yang sudah melalui proses verifikasi dari Prodia. Selama 2025, tidak ada indikasi maupun penyalahgunaan resep yang diterbitkan dokter dari jasa layanan kesehatan Prodia.

Fair Business Competition and Price Transparency

[HC-DY-270a.1][HC-DY-270a.2]

Prodia upholds fair business competition and rejects anti-competitive practices, including monopoly and oligopoly behaviors. Throughout 2025, the Company did not incur any fines or other legal sanctions from authorities related to allegations of unfair business competition. Prodia has disclosed service pricing information for all diagnostic services transparently to customers. This information is accessible to customers, to let them be aware of the charges to pay prior to getting services from Prodia. Pricing information can be accessed through several channels, including the U by Prodia application, the Prodia website, the call center at 1500 830, or WhatsApp at 0855 1500 830. [206-1]

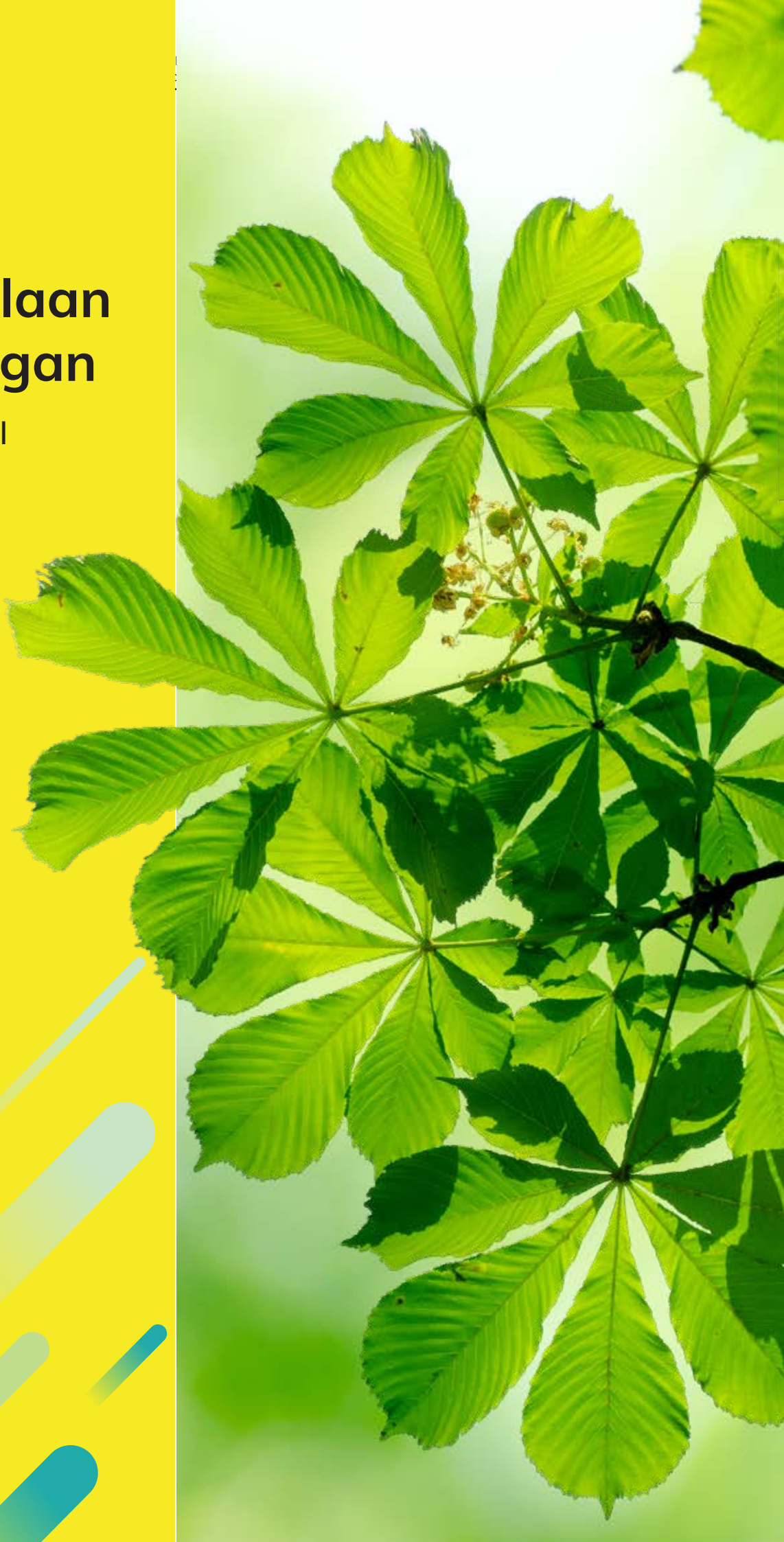
Currently, service pricing information covers more than 3,000 types of services out of the total services offered by Prodia. As of the end of the reporting period, Prodia provides only medical laboratory and clinical services and does not offer inpatient care for customers/visitors. Accordingly, this Report does not disclose information on services with the highest number of inpatient cases during 2025. [HC-DY-270a.3]

Prescription Issuance Policy [HC-DY-260a.1]

Prodia is a provider of diagnostic services and therefore does not issue prescriptions or dispense medications or certain substances to customers/visitors. However, the Company offers health consultation services involving physicians, whereby prescriptions may be issued when necessary. Prescription issuance is conducted digitally through e-prescriptions and is integrated with a centralized data system to ensure proper oversight. Prescriptions are directed to referral pharmacies that have undergone Prodia's verification process. Throughout 2025, there were no indications of or incidents involving misuse of prescriptions issued by physicians through Prodia's healthcare services.

Kinerja Pengelolaan Lingkungan

Environmental Management Performance



Pengadaan Berkelanjutan [F.5]
Sustainable Procurement

Kebutuhan material Prodia dipenuhi melalui pemasok dalam rantai pasok yang berpotensi menimbulkan risiko bisnis, keuangan, dan operasional, termasuk dampak perubahan iklim. Untuk memitigasi risiko tersebut, Perseroan menerapkan *Business Continuity Plan* (BCP) *Supply Chain* sebagai pedoman pengamanan pasokan yang dituangkan dalam pedoman khusus Perseroan, serta melibatkan entitas afiliasi, PT Prodia Diagnostic Line (Proline), sebagai pemasok alat kesehatan dan reagen.

Prodia's material requirements are fulfilled by suppliers within its supply chain, which may pose business, financial, and operational risks, including those arising from climate change. To mitigate these risks, the Company has implemented a Supply Chain Business Continuity Plan (BCP) as a guideline for securing supply, as set out in a dedicated Company policy, and has also engaged its affiliated entity, PT Prodia Diagnostic Line (Proline), as a supplier of medical devices and reagents.

Pelibatan Proline mendukung kesinambungan pasokan dan ketahanan iklim rantai pasok sekaligus membuka peluang pertumbuhan jangka panjang. Pada 2025, Proline membangun pabrik baru guna meningkatkan kapasitas produksi berbagai lini produk, termasuk Kimia Klinik, Hematologi, *Rapid Test*, dan Instrumen Diagnostik. Prodia juga menginvestasikan 39% pada Proline sebagai produsen *in vitro* untuk memastikan ketersediaan produk, termasuk yang ramah lingkungan.

The involvement of Proline supports supply continuity and enhances climate resilience within Prodia's supply chain, while also creating opportunities for long-term growth. In 2025, Proline constructed a new manufacturing facility to increase production capacity across various product lines, including Clinical Chemistry, Hematology, Rapid Tests, and Diagnostic Instruments. Prodia has also invested 39% shares in Proline as an in vitro diagnostics manufacturer to ensure product availability, including environmentally friendly products.

Dalam pengelolaan keberlanjutan pemasok, Prodia menerapkan Kebijakan Seleksi Pemasok atau Vendor yang mengatur persyaratan kualitas, kapasitas, dan kepatuhan hukum, serta menjunjung prinsip transparansi, kesetaraan, dan kemitraan. Proses seleksi dan evaluasi dilakukan secara berkala melalui Pedoman Seleksi dan Penilaian Calon Pemasok serta *Supplier Sustainability Questionnaire* (SSQ) untuk memastikan pemenuhan prinsip LST, termasuk kepatuhan terhadap HAM, K3, perlindungan data, dan larangan praktik KKN. Terdapat 25 pemasok/vendor yang dievaluasi berdasarkan transaksi tertinggi. [308-1][308-2]

In managing supplier sustainability, Prodia implements a Supplier/Vendor Selection Policy that sets out requirements related to quality, capacity, and legal compliance, while upholding the principles of transparency, equality, and partnership. Supplier selection and evaluation are conducted periodically through the Supplier Selection and Evaluation Guidelines and the Supplier Sustainability Questionnaire (SSQ) to ensure compliance with environmental, social, and governance (ESG) principles, including respect for human rights, occupational health and safety, data protection, and the prohibition of corruption, collusion, and nepotism (CCN). In 2025, 25 suppliers/vendors were evaluated based on the highest transaction values. [308-1][308-2]

Sebagai bagian dari rantai pasok berkelanjutan, Prodia mendorong pengadaan dari pemasok lokal di sekitar wilayah cabang dengan tetap mengacu pada ketentuan Perseroan. Hingga akhir 2025, Prodia melibatkan 1.338 pemasok/vendor dalam rantai pasok, terdiri atas 11 pemasok luar negeri (0,82%)

As part of a sustainable supply chain approach, Prodia encourages procurement from local suppliers around its branch locations, while remaining compliant with Company policies. As of the end of 2025, Prodia engaged 1,338 suppliers/vendors, consisting of 11 overseas suppliers (0.82%) with

dengan nilai kontrak pengadaan sebesar >USD2 juta serta 1.327 pemasok lokal (99,18%) dengan nilai kontrak pengadaan sebesar >Rp570 miliar. Adapun pemasok lokal merupakan badan usaha berbadan hukum Indonesia dan beroperasi di dalam negeri. Perseroan telah memenuhi target *Sustainability Blueprint* 2024–2030 dengan melibatkan minimal dua pemasok lokal di setiap wilayah cabang dengan nilai pengadaan di atas Rp10 juta, sebagai bentuk dukungan terhadap pemberdayaan ekonomi lokal, penguatan kemitraan, dan peningkatan efisiensi logistik. [204-1]

procurement contract values of >USD2 million and 1,327 local suppliers (99.18%) with procurement contract values of >Rp570 billion. Local suppliers are legal entities operating in Indonesia. The Company has achieved the targets set out in the Sustainability Blueprint 2024–2030 by engaging at least two local suppliers in each branch area with procurement values exceeding Rp10 million, as a form of support for local economic empowerment, strengthened partnerships, and improved logistics efficiency. [204-1]

Material Ramah Lingkungan [F.5]
Environmentally Friendly Materials

Kegiatan operasional Prodia menggunakan material, baik untuk jasa layanan pemeriksaan diagnostik maupun kegiatan pendukung. Sebagian dari material yang digunakan merupakan material ramah lingkungan. Kami belum mengungkapan informasi total volume material terpakai, sementara untuk material ramah lingkungan disesuaikan dengan kriteria produk hemat energi, produk dari proses daur ulang atau dapat didaur ulang, dan produk dengan label/sertifikat "*Ecolabel*". Kami melakukan kumpul ulang/*reclaimed* seluruh kemasan bekas pakai dari reagen, bahan kimia maupun material lain yang digunakan. [F.5][301-1][301-2][301-3]

In its operations, Prodia uses materials both for diagnostic testing services and supporting activities. Some of the materials used are environmentally friendly. We have not disclosed information on the total volume of materials used, while environmentally friendly materials are used based on the criteria of energy-efficient products, products from recycling processes or recyclable products, and products with "Ecolabel" labels/certificates. We reclaim all used packaging of reagents, chemicals, and other materials used. [F.5][301-1][301-2][301-3]

Jenis Types	**Tingkat Pemakaian 2025** 2025 Usage Level	**Deskripsi** Description
Produk hemat energi | Energy-efficient products		
Lampu LED LED lights	Telah digunakan di 76 dari 78 cabang kelas A, B dan C. Used in 76 of 78 A,B and C class branches.	Lampu LED digunakan untuk menggantikan lampu konvensional yang lebih hemat energi di cabang-cabang Prodia. LED lights are used to replace conventional lights for greater energy efficiency in Prodia branches.
Mobil listrik Electric vehicles	Penggunaan 6 unit mobil listrik. Usage of 6 electric vehicles.	Penggunaan mobil listrik dalam operasional untuk mengurangi emisi karbon dari kendaraan berbahan bakar fosil. The use of electric cars in operations to reduce carbon emissions from fossil fuel vehicles.
Penggunaan air minum *reverse osmosis* (RO) Use of reverse osmosis (RO) drinking water	4 unit RO, setara dengan menghemat 1.836 galon plastik. 4 RO units, equivalent to saving 1,836 plastic gallons.	Penggunaan sistem *Reverse Osmosis* (RO) untuk pengolahan air minum di fasilitas Prodia lebih ramah lingkungan serta dapat mengurangi penggunaan pada galon plastik. The use of a Reverse Osmosis (RO) system for drinking water treatment at Prodia facilities is more environmentally friendly and can reduce the use of plastic gallon containers.

Jenis Types	**Tingkat Pemakaian 2025** 2025 Usage Level	**Deskripsi** Description
Produk lainnya | Other products		
Produk bersertifikat *"Ecolabel" Telo bag* "Ecolabel"-certified products Telo bag	Volume pemakaian: 45 bungkus. Usage volume: 45 packs.	*Telo bag* digunakan sebagai kemasan ramah lingkungan yang mudah terurai karena menggunakan bahan organik. Telo bag is used as environmentally-friendly packaging that is biodegradable because it uses organic materials.
Aplikasi digital U by Prodia U by Prodia digital application	>2,9 juta pengunduh dan >500 ribu rata-rata pengguna aktif bulanan aplikasi U by Prodia. More than 2.9 million downloads and over 500 thousand average monthly active users of the U by Prodia application. Penghematan biaya penggunaan kertas HPSL dan amplop meningkat dari Rp1,63 miliar pada 2024 menjadi Rp2,31 miliar pada 2025 dengan target pengurangan sebesar 160 juta dari 2024, atau bertambah sebesar Rp685 juta (42,05%), melampaui target penghematan tahunan sebesar 5,5%. Cost savings from the use of HPSL paper and envelopes increased from Rp1.63 billion in 2024 to Rp2.31 billion in 2025, with a cost reduction target of Rp160 million compared to 2024, representing an increase of Rp685 million (42.05%) and exceeding the annual cost-saving target of 5.5%.	Mempermudah layanan kesehatan bagi pelanggan, mengurangi penggunaan kertas, dan meningkatkan efisiensi operasional. Simplifying healthcare services for customers, reducing paper usage, and improving operational efficiency.
Aplikasi digital Prodia for Doctor Prodia for Doctor digital application	>13.000 total pengunduh dan >2.000 rata-rata pengguna bulanan aplikasi Prodia for Doctor. >13,000 total downloaders and an average of >2,000 monthly active users of the Prodia for Doctor application.	Aplikasi yang membantu dokter dalam memberikan layanan medis lebih efisien dan mengurangi penggunaan dokumen fisik. An application that helps doctors provide medical services more efficiently and reduce the use of physical documents.
Instalasi Pengelolaan Air Limbah (IPAL) Wastewater Treatment Plan (WWTP)	45 kantor cabang telah memiliki IPAL. 45 branch offices have WWTPs.	Sistem IPAL untuk mengelola limbah cair dan fasilitas Prodia agar tidak mencemari lingkungan. The WWTP system manages liquid waste and Prodia facilities to prevent environmental pollution.

Bangunan Hijau
Green Buildings

Kami terus berupaya dalam meningkatkan penggunaan material ramah lingkungan dalam operasional yang dijalankan. Salah satu langkah strategis yang dilakukan adalah menerapkan prinsip-prinsip bangunan hijau untuk bangunan/gedung laboratorium dan klinik Prodia. Hal ini sejalan dengan komitmen Pemerintah mendorong efisiensi energi melalui penerapan bangunan hijau di sektor publik maupun swasta, guna mendukung target *Net Zero Emission* (NZE) tahun 2060 atau lebih cepat.

We continue to strive to increase the use of environmentally friendly materials in our operations. One of the strategic steps taken is to apply green building principles to Prodia's laboratory and clinic buildings. This is in line with the Government's commitment to promote energy efficiency through the application of green buildings in the public and private sectors, in order to support the Net Zero Emission (NZE) target by 2060 or sooner.

Prodia memiliki inisiatif untuk mengimplementasikan prinsip-prinsip dasar bangunan hijau, yang ditetapkan dalam 10 Inisiatif ESG Utama dan *Sustainability Blueprint* 2024-2030. Berdasarkan inisiatif tersebut, Perseroan menargetkan 70% bangunan laboratorium maupun klinik kelas A, B dan C telah menerapkan prinsip-prinsip bagunan hijau. Adapun upaya kami dalam menerapkan prinsip-prinsip dasar bangunan hijau antara lain penggunaan lampu LED, cat *low* VOC, teknologi *gypsum air-purifying*, pembangunan IPAL, serta berbagai upaya lainnya untuk meningkatkan efisiensi energi, kualitas udara, dan keberlanjutan operasional bangunan. Sampai akhir 2025, Perseroan telah menerapkan prinsip-prinsip bangunan hijau secara bertahap di jaringan laboratorium dan klinik Prodia, dengan cakupan antara lain penggunaan lampu LED pada 76 cabang, pembangunan IPAL pada 45 cabang, serta pengaturan debit air bersih di 39 cabang. Dalam jangka panjang kami mendorong untuk mendapatkan sertifikasi bangunan hijau, sehingga akan memperkuat ketahanan iklim dan membuka peluang bagi Prodia.

Prodia has an initiative to implement the basic principles of green buildings, as set out in the Top 10 ESG Initiatives and 2024-2030 Sustainability Blueprint. Based on this initiative, the Company targets 70% of its class A, B, and C laboratory and clinic buildings to have implemented green building principles. Our efforts in implementing the basic principles of green buildings include: the use of LED lights, Low VOC paint, air-purifying gypsum technology, the construction of wastewater treatment plants, and various other efforts to improve energy efficiency, air quality, and operational sustainability of the buildings. By the end of 2025, the Company had gradually implemented green building principles across the Prodia laboratory and clinic network, including the use of LED lighting in 76 branches, the installation of WWTP in 45 branches, and the regulation of clean water flow in 39 branches. In the long term, we are pushing for green building certification, which will strengthen climate resilience and open up opportunities for Prodia.

Pengelolaan Lingkungan
Environmental Management

Operasional Prodia memerlukan pasokan air dan energi, yang di sisi lain menghasilkan limbah yang perlu dikelola dengan baik untuk meminimalkan dampak terhadap lingkungan. Dampak tersebut mencakup emisi Gas Rumah Kaca (GRK) dari pemakaian energi, timbulan limbah, serta potensi gangguan terhadap sumber/badan air. Perubahan iklim dapat memicu anomali cuaca, bencana alam serta gangguan kesehatan manusia. Kondisi tersebut berpotensi menimbulkan risiko bisnis, risiko operasional, dan risiko keuangan, sementara Perseroan telah mengambil langkah mitigasi yang tepat untuk mengurangi dampak tersebut, seperti pengelolaan limbah, efisiensi energi dan air, serta penerapan teknologi ramah lingkungan, meskipun saat ini kami belum melakukan perhitungan khusus.

Prodia's operations require water and energy supplies, which in turn generate waste that must be managed properly to minimize environmental impact. This impact includes GHG emissions from energy use, waste generation, and potential disturbance to water sources/bodies. Climate change can trigger weather anomalies, natural disasters, and human health problems. While these conditions have the potential to pose business, operational, and financial risks, the Company has taken appropriate measures to mitigate these impacts, such as waste management, energy and water efficiency, and environmentally friendly technologies, although we have not yet performed specific calculations.

Pengaruh lainnya dapat berasal dari sektor keuangan yang timbul dari investasi peralatan dan teknologi untuk pengendalian emisi GRK, pengelolaan limbah dan air; serta upaya adaptasi operasional dan penguatan manajemen risiko untuk menghadapi dampak iklim. Perubahan iklim juga membuka peluang bagi Prodia untuk meningkatkan efisiensi energi, air dan reduksi limbah serta memberikan layanan unggul yang disesuaikan dengan penyakit akibat iklim. Untuk mendukung hal ini, Prodia telah mengalokasikan anggaran dalam perencanaan keuangan untuk inisiatif efisiensi dan pengurangan emisi. Perseroan juga secara cermat mempertimbangkan dampak risiko terkait iklim dalam proses perencanaan keuangan. Mitigasi risiko keuangan dilakukan melalui sistem *Enterprise Resource Planning* (ERP) untuk memantau dan mengendalikan kinerja keuangan Perseroan.

Other impacts may arise from the financial sector due to investments in equipment and technology for GHG emission control, waste and water management, as well as operational adaptation and enhanced risk management efforts to address climate impacts. Climate change also opens up opportunities for Prodia to improve energy and water efficiency and reduce waste, as well as offer specialized services for climate-related diseases. To support this, Prodia has allocated a budget in its financial planning for efficiency and emission reduction initiatives. The Company also carefully considers climate-related risk impacts in its financial planning. Financial risk mitigation is carried out through an Enterprise Resource Planning (ERP) system to monitor and control the Company's financial performance.

Di samping itu, Prodia juga telah menganggarkan biaya untuk mendukung pengelolaan lingkungan. Biaya lingkungan pada 2025 mencapai Rp342,32 juta, berkurang dari 2024 sebesar Rp345,80 juta. Realisasi biaya lingkungan digunakan untuk pengelolaan limbah. [F.4]

In addition, Prodia has also allocated a budget to support environmental management. Environmental costs in 2025 reached Rp342.32 million, a decrease from Rp345.80 million. in 2024. The realization of environmental costs is allocated for waste management. [F.4]

Selama 2025, Prodia tidak menerima keluhan/pengaduan dari masyarakat terkait pengelolaan lingkungan yang dijalankan. Prodia juga tidak mendapat denda dan/atau sanksi hukum lain dari pihak-pihak berwenang atas dugaan ketidakpatuhan terhadap regulasi pengelolaan lingkungan. [F.16]

During 2025, Prodia did not receive any complaints from the public regarding its environmental management practices. Prodia also did not receive any fines and/or other legal sanctions from the authorities for alleged non-compliance with environmental management regulations. [F.16]



Pengelolaan Energi dan Pengendalian Emisi
Energy Management and Emissions Control

Pengungkapan informasi mengenai pengelolaan energi, pengendalian emisi, dan perubahan iklim menggunakan Topik Standar GRI 2025, dengan cakupan data dari Kantor Pusat serta Kantor Cabang Denpasar. Sesuai *Sustainability Blueprint* 2024-2030, kebijakan menyangkut pengelolaan energi yang dijalankan Prodia adalah melaksanakan perhitungan dan efisiensi konsumsi energi; serta pemanfaatan energi baru terbarukan (EBT) melalui penggunaan kendaraan listrik pada operasional Perseroan dan mendorong transisi energi bersih dalam penggunaan kendaraan operasional yang menggunakan EV atau kendaraan ramah lingkungan. [102-1]

The disclosure of information on energy management, emissions control, and climate change refers to the GRI 2025 Topic Standards, with data coverage from the Head Office and the Denpasar Branch Office. In line with the 2024–2030 Sustainability Blueprint, Prodia's energy management policy focuses on calculating and improving energy efficiency, as well as utilizing renewable energy through the use of electric vehicles in the Company's operations and encouraging the transition to clean energy by adopting EVs or environmentally friendly vehicles for operational use. [102-1]

Prodia belum menyusun rencana adaptasi perubahan iklim, namun telah membentuk Komite ESG yang membantu Direksi mengawasi dan mengevaluasi penerapan keberlanjutan termasuk perubahan iklim. Kami terus memperkuat ketahanan iklim guna meminimalkan dampak dari perubahan iklim, dan mendukung proses transisi ekonomi hijau dengan memperhitungkan dampak sosial seperti penciptaan pekerjaan yang layak. Meski dihadapkan pada risiko iklim, selama 2025, Prodia mampu mengembangkan bisnis sehingga merekrut 361 karyawan baru.

Prodia has not yet developed a climate change adaptation plan, but has formed an ESG Committee to assist the Board of Directors in overseeing and evaluating the implementation of sustainability, including climate change. We continue to strengthen climate resilience to minimize the impact of climate change and support the green economy transition process by taking into account social impacts such as the creation of decent jobs. Despite facing climate risks, Prodia managed to grow its business during 2025, recruiting 361 new employees.

Salah satu upaya mitigasi risiko iklim yang dijalankan Prodia adalah mengendalikan emisi GRK. Langkah jangka pendek dan menengah yang dilakukan sesuai *Sustainability Blueprint* 2024-2030, adalah melanjutkan pemetaan inventarisasi dan perhitungan emisi Cakupan 1 dan Cakupan 2, melakukan perhitungan emisi Cakupan 1 dan 2 di Kantor Pusat serta Kantor Cabang Denpasar, menetapkan *baseline* emisi, serta melakukan evaluasi atas pencapaian target pengurangan emisi dan penurunan emisi 1% dari proyeksi untuk Cakupan 1 dan 2. Kami juga memitigasi risiko perubahan iklim dengan melakukan kaji ulang dokumen prosedur *Business Continuity Plan* (BCP), memetakan risiko atau kondisi yang memengaruhi BCP dengan pemutakhiran setiap tiga bulan, dan skenario darurat setiap tiga bulan.

One of Prodia's climate risk mitigation efforts is to control GHG emissions. The short and medium- term measures taken in accordance with the 2024-2030 Sustainability Blueprint are to continue mapping the inventory and calculation of Scope 1 and Scope 2 emissions, calculate Scope 1 and 2 emissions at the Head Office and Denpasar Branch Office, establishing an emissions baseline, evaluating the achievement of emission reduction targets and a 1% reduction in emissions from projections for Scope 1 and 2. We also mitigate climate change risks by reviewing Business Continuity Plan (BCP) procedure documents, mapping risks or conditions that affect the BCP with updates every three months, and emergency scenarios every three months.

Langkah-langkah tersebut dilaksanakan dengan mempertimbangkan kesesuaian skenario iklim global. [102-2][102-3][102-4][103-1]

These measures are implemented with consideration of the suitability of global climate scenarios. [102-2] [102-3][102-4][103-1]

Konsumsi Energi dan Emisi yang Dihasilkan

Selama 2025, Prodia tidak menyertakan informasi penggunaan energi oleh entitas anak maupun pemasok dari rantai pasok Perseroan, termasuk tidak melakukan penangkapan dan penyimpanan emisi GRK cakupan 1, 2, dan 3 di rantai pasok. Prodia juga belum memiliki proyek karbon kredit yang didedikasikan untuk reduksi emisi GRK maupun melalui mekanisme penangkapan dan penyimpanan emisi GRK. [102-9][102-10]

Energy Consumption and Emissions

In 2025, Prodia did not include information on energy use by subsidiaries or suppliers in the Company's supply chain, including not capturing and storing Scope 1, 2, and 3 GHG emissions in the supply chain. Prodia also does not yet have any carbon credit projects dedicated to GHG emission reduction or through GHG emission capture and storage mechanisms. [102-9][102-10]

Pada 2025, total pemakaian energi mencapai 10.247,04 GJ, menurun 7,27% dibandingkan 2024 yang sebesar 11.050,89 GJ. Pemakaian energi terbesar berasal dari listrik (Cakupan 2) yang mencapai 9.940,97 GJ atau 97,01% dari total energi. Pemakaian energi lainnya berasal dari konsumsi Biodiesel B30/solar dan bensin (Cakupan 1). Prodia tidak mengoperasikan pembangkit energi sendiri dan belum melakukan pembelian listrik bersertifikat *Renewable Energy Certificate* (REC). Dari penggunaan energi tersebut, total emisi GRK Cakupan 1 dan 2 pada 2025 mencapai 2.423,76 ton CO_2eq, lebih rendah 5,87% dibandingkan 2024 yang sebesar 2.574,79 ton CO_2eq. Perhitungan emisi disampaikan secara total, mencakup emisi dari CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, dan NF_3, namun tidak termasuk emisi biogenik dan belum ditetapkan sebagai *baseline*. Prodia juga belum melakukan perhitungan emisi GRK Cakupan 3. [102-5][102-6][102-7] [103-2][103-3][E-03]

In 2025, total energy consumption reached 10,247.04 GJ, representing a decrease of 7.27% compared to 2024, which amounted to 11,050.89 GJ. The largest portion of energy consumption came from electricity (Scope 2), totaling 9,940.97 GJ or 97.01% of total energy use. Other energy consumption was derived from the use of Biodiesel B30/diesel fuel and gasoline (Scope 1). Prodia does not operate its own energy generation facilities and has not yet purchased electricity certified under Renewable Energy Certificates (REC). Based on this energy consumption, total Scope 1 and Scope 2 GHG emissions in 2025 amounted to 2,423.76 tons of CO_2eq, representing a decrease of 5.87% compared to 2024, which totaled 2,574.79 tons of CO_2eq. Emissions calculations are presented on a total basis, covering emissions from CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3, excluding biogenic emissions, and have not yet been established as a baseline. Prodia has also not yet calculated Scope 3 GHG emissions. [102-5][102-6][102-7][103-2][103-3][E-03]

Nilai Intensitas Konsumsi Energi (IKE) dihitung sebagai jumlah energi yang digunakan untuk setiap satu miliar Rupiah pendapatan Prodia. Pada 2025, nilai IKE tercatat sebesar 4,49 GJ/Rp miliar, menurun dibandingkan 2024 yang sebesar 4,91 GJ/Rp miliar. Sementara nilai Intensitas Emisi dihitung sebagai jumlah emisi yang dilepaskan untuk setiap satu miliar Rupiah pendapatan Prodia. Pada 2025, nilai intensitas emisi mencapai 1,06 ton CO_2eq/Rp miliar, menurun dari 2024 yang sebesar 1,14 ton CO_2eq/Rp miliar. [F.11][102-8][103-4]

The Energy Consumption Intensity (ECI) value is calculated as the amount of energy used for every billion Rupiah of Prodia's revenue. In 2025, the ECI value is recorded at 4.49 GJ/Rp billion, a decrease from 4.91 GJ/Rp billion in 2024. Meanwhile, the Emission Intensity value is calculated as the amount of emissions released for every billion Rupiah of Prodia's revenue. In 2025, the emission intensity value reached 1.06 tons of CO_2eq/Rp billion, a decrease from 2024, which was 1.14 tons of CO_2eq/Rp billion. [F.11][102-8][103-4]

Jumlah dan Intensitas Energi dan Emisi yang Dihasilkan [F.6][F.11][102-5][102-6][103-2][103-3][103-4][103-8][HC-DY-130a.1]
Energy Quantity and Intensity and Emissions Produced

Jenis Energi Energy Type	Sumber Energi Energy Source	Satuan Unit	2025	2024	2023
Terbarukan Renewable	Biodiesel (Solar)	Liter	858,47	5.461,34	3.905,59
		GJ	31,10	197,85	141,49
Tidak Terbarukan Non-Renewable	Bensin Fuel	Liter	8.359,66	11.057,87	3.077,63
		GJ	274,97	363,72	101,23
Jumlah Konsumsi Energi Cakupan 1 Total Energy Consumption Scope 1			306,07	561,57	242,72
Jumlah Emisi Cakupan 1 Total Emission Scope 1		Ton CO_2eq	21,36	39,87	17,50
Listrik [E-03] Electricity		MWh	2.754,48	2.913,70	2.472,51
		GJ	9.916,14	10.489,32	8.901,05
Kendaraan Listrik Electric Car		MWh	6,90	-	-
		GJ	24,83	-	-
Jumlah Konsumsi Energi Cakupan 2 Total Energy Consumption Scope 2			9.940,97	10.489,32	8.901,05
Jumlah Emisi Cakupan 2 Total Emission Scope 2		Ton CO_2eq	2.402,40	2.534,92	2.151,09
Jumlah Konsumsi Energi Cakupan 1 dan 2 Total Energy Consumption Scope 1 and 2		GJ	10.247,04	11.050,89	9.143,77
Jumlah Emisi Cakupan 1 dan 2 [E-01] Total Emission Scope 1 and 2		Ton CO_2eq	2.423,76	2.574,79	2.168,59
Pendapatan Usaha Konsolidasi* Consolidated Operating Income*		Rp Miliar Billion Rp	2.281,70	2.252,19	2.222,47
Intensitas Konsumsi Energi** Energy Consumption Intensity**		GJ/Rp Miliar GJ/Billion Rp	4,49	4,91	4,11
Intensitas Emisi GRK** [E-02] GHG Consumption Intensity**		Ton CO_2eq/Rp Miliar Ton CO_2eq/Billion Rp	1,06	1,14	0,98

Keterangan | Notes:
*Angka pendapatan usaha merupakan angka pendapatan konsolidasian Perseroan.
**Penyajian kembali informasi (restatement) karena adanya perubahan pembagi penghitung intensitas energi dan emisi, dari yang sebelumnya pendapatan di Kantor Pusat dan Kantor Cabang Denpasar menjadi pendapatan konsolidasian Perseroan sesuai Laporan Keuangan *Audited*. [2-4]
- Data perhitungan pada 2023 hanya mencakup Kantor Pusat Prodia, sementara data pada 2024 dan 2025 mencakup Kantor Pusat dan Kantor Cabang Denpasar.
- Metode perhitungan konversi energi: volume bensin × 0,03289275 GJ/liter dan volume solar × 0,0362275 GJ/liter sesuai spesifikasi Bahan Bakar Minyak (BBM), Bahan Bakar Nabati (BBN), dan *Liquefied Petroleum Gas* (LPG) dari Pertamina.
- Perhitungan emisi: energi bensin × faktor emisi 0,0693 dan energi solar × 0,0741, mengacu pada 2006 International Plant Protection Convention (IPCC) Guidelines for National Greenhouse Gas Inventories.

*The operating revenue figures represent the Company's consolidated revenue.
**Restatement of information due to a change in the denominator used to calculate energy and emissions intensity, from previously using revenue from the Head Office and Denpasar Branch Office to the Company's consolidated revenue in accordance with the Audited Financial Statements. [2-4]
- The 2023 calculation data only covers Prodia's Head Office, while the 2024 and 2025 data covers both the Head Office and the Denpasar Branch Office.
- Energy conversion calculation method: gasoline volume × 0.03289275 GJ/liter and diesel volume × 0.0362275 GJ/liter according to the specifications of Fuel Oil (BBM), Biofuel (BBN), and Liquefied Petroleum Gas (LPG) from Pertamina.
- Emissions calculation: gasoline energy × emission factor 0.0693 and diesel energy × 0.0741, referring to the 2006 International Plant Protection Convention (IPCC) Guidelines for National Greenhouse Gas Inventories.

Efisiensi serta Reduksi Konsumsi Energi dan Emisi GRK [F.7][F.12][103-5][E-06][E-07]

Pada 2025, Prodia melanjutkan berbagai inisiatif keberlanjutan untuk mendorong penghematan dan efisiensi energi serta mengendalikan emisi GRK, termasuk upaya pengurangan emisi guna mendukung target *Net Zero Emission* yang digagas Pemerintah, antara lain:

1. Menetapkan target pengurangan emisi Cakupan 1 dan 2 sebesar 1% pada Fase 3 (2029-2030) *Sustainability Blueprint*.
2. Penghematan penggunaan kertas sebanyak >4.500.000 lembar dan amplop sebanyak >840.000 lembar melalui penggunaan hasil pemeriksaan laboratorium online;
3. Pertumbuhan biaya listrik dibatasi maksimal 4% dibanding tahun sebelumnya, dan pada 2025 biaya listrik turun 3,5%;
4. Biaya BBM ditargetkan turun 40% dibanding tahun sebelumnya, dan di 2025 berhasil turun sesuai target;
5. Pemakaian lampu LED di 76 dari 78 cabang kelas A, B dan C untuk menghemat pemakaian listrik.

Energy Efficiency and Reduction of Energy Consumption and GHG Emissions [F.7][F.12][103-5][E-06][E-07]

In 2025, Prodia continued various sustainability initiatives to promote energy savings and efficiency and control GHG emissions, including emission reduction efforts to support the government's Net Zero Emission target, such as:

1. Setting a 1% reduction target for Scope 1 and 2 emissions in Phase 3 (2029-2030) of the Sustainability Blueprint.
2. Savings of more than 4,500,000 sheets of paper and more than 840,000 envelopes were achieved through the use of online laboratory test results;
3. The growth in electricity costs was capped at a maximum of 4% compared to the previous year, and in 2025, electricity costs decreased by 3.5%;
4. Fuel costs were targeted to decrease by 40% compared to the previous year, and in 2025, the reduction was successfully achieved in line with the target;
5. The use of LED lighting in 76 out of 78 Class A, B, and C branches to reduce electricity consumption.

Pengelolaan Air dan Efluen
Water and Effluent Management

Pemakaian Air [F.8][E-04]

Penggunaan air dilakukan secara bertanggung jawab dan didukung fasilitas sanitasi yang baik, serta instalasi pengolahan air limbah (IPAL). Kami berupaya menjaga sumber daya air, mengurangi penyebaran infeksi serta mendukung reduksi emisi GRK.

Kebutuhan air dipenuhi dengan cara membeli dari perusahaan air bersih/perusahaan daerah air minum (PDAM) setempat, setempat, dan/atau mengambil dari air tanah menggunakan mesin pompa sesuai perizinan dari pemerintah daerah. Prodia tidak mengambil air dari sumber air yang digunakan bersama masyarakat. Selama 2025, tidak ada keluhan/pengaduan terganggunya sumber air yang digunakan masyarakat, karena dugaan pengambilan air oleh Prodia. [303-1][303-2]

Water Usage [F.8][E-04]

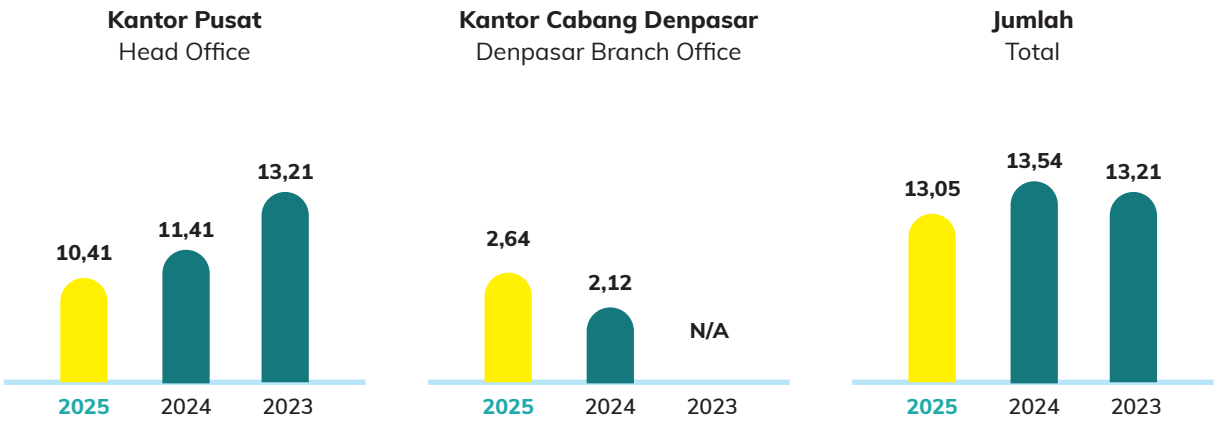
Water is used responsibly and supported by good sanitation facilities and wastewater treatment plants (WWTP). We strive to conserve water resources, reduce the spread of infection, and support GHG emission reduction.

Water requirements are met by purchasing water from clean water companies/regional drinking water companies (PDAM) and/or groundwater withdrawal using pump machines in compliance with permits issued by local governments. Prodia does not withdraw water from sources shared with local communities. Throughout 2025, there were no complaints or reports regarding disturbance to community water sources due to Prodia's water withdrawal activities. [303-1][303-2]

Laporan ini mengungkapkan informasi atas volume, debit, dan penarikan air di Kantor Pusat serta Kantor Cabang Denpasar. Seluruh air yang digunakan di Kantor Pusat adalah air tawar dan diperoleh dari pasokan PDAM dengan debit air 0,42 liter/detik, yang dialirkan ke sistem tangki untuk langsung digunakan sesuai kebutuhan sehingga kami tidak memiliki tangki khusus sebagai cadangan. Adapun di Kantor Cabang Denpasar, kebutuhan air diperoleh dari Perusahaan Daerah Air Minum (PDAM). Total volume pemakaian air di 2025 mencapai 13,05 megaliter, berkurang 3,62% dari tahun sebelumnya. Selain itu, kami secara rutin melakukan pengujian kualitas air bersih minimal satu kali setahun sesuai dengan regulasi yang berlaku untuk memastikan pemenuhan standar lingkungan dan kesehatan. [303-3][303-5]

This report discloses information on the volume, discharge, and withdrawal of water at the Head Office and Denpasar Branch Office. All water used at the Head Office is fresh water and is supplied from the PDAM with a water discharge of 0.42 liters/second, which is channeled into a tank system for immediate use as needed, so we do not have a special tank as a reserve. Meanwhile, at the Denpasar Branch Office, water needs are obtained from Local Water Supply Utility. The total volume of water consumption in 2025 reached 13.05 megaliters, decreasing by 3.62% compared to the previous year. In addition, we regularly conduct clean water quality testing at least once a year in accordance with applicable regulations to ensure compliance with environmental and health standards. [303-3][303-5]

Volume Pemakaian Air (Megaliter) [303-5][E-04]
Water Usage Volume (Megaliters)



Pengelolaan Air Limbah (Efluen)

Prodia mengelola air bekas pakai/air limbah atau efluen, baik mengandung bahan berbahaya dan beracun (B3) maupun non-B3 dari kegiatan operasional, melalui fasilitas sanitasi di setiap kantor cabang. Beberapa kantor cabang telah dilengkapi unit instalasi pengolahan air limbah (IPAL) yang berfungsi untuk mengolah efluen non-B3. Adapun untuk kantor cabang yang belum memiliki IPAL maka seluruh efluen diserahkan kepada pihak ketiga yang memiliki izin dari Kementerian Lingkungan Hidup (KLH) untuk diolah di tempat lain.

Wastewater (Effluent) Management

Prodia manages wastewater or effluent, both containing hazardous and toxic substances (B3) and non-B3 from operational activities, through sanitation facilities at each branch office. Several branch offices are equipped with wastewater treatment plants (WWTP) that treat non-B3 effluent. All effluent at branch offices that do not have WWTP facilities is handled by third parties licensed by the Ministry of Environment for off-site treatment.

Pengolahan efluen non-B3 di unit IPAL disertai pemeriksaan berkala kualitas olahan efluen guna memastikan seluruh efluen telah memenuhi baku mutu yang ditetapkan. Pemeriksaan dilakukan berdasarkan Peraturan Pemerintah (PP) No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup, atau peraturan daerah setempat. Sampai dengan akhir 2025, jumlah cabang Prodia yang memiliki unit IPAL ada 45 cabang atau 29,41% dari total cabang, bertambah 1 kantor cabang dari 2024 sebanyak 44 cabang. IPAL dimanfaatkan kembali untuk *flushing* toilet, penyiraman taman, penyerapan air ke dalam tanah sesuai ketentuan, serta penyaluran ke drainase.

The treatment of non-hazardous effluent in the WWTP unit includes periodic checks on the quality of the treated effluent to ensure that all effluent meets the specified quality standards. These checks are carried out in compliance with Government Regulation (PP) No. 22 of 2021 concerning the Implementation of Environmental Protection and Management, or local regulations. By the end of 2025, a total of 45 Prodia branches were equipped with WWTP, representing 29.41% of total branches, an increase of one branch compared to 2024, which had 44 branches. WWTP is utilized for toilet flushing, garden irrigation, groundwater infiltration in accordance with regulations, and discharge into the drainage system.

Pengelolaan efluen mengandung B3 dilakukan dengan cara ditempatkan dalam wadah khusus untuk mencegah kebocoran, dan kemudian diserahkan kepada pihak ketiga yang memiliki izin dari KLH. Proses penyerahan dan pemindahan dilaksanakan dengan pengawasan ketat. Efluen mengandung B3 diolah pihak ketiga berizin di luar kantor cabang Prodia. Total volume efluen di Kantor Pusat dan Kantor Cabang Denpasar pada 2025 mencapai 8,67 megalier, berkurang 5,06% dari 2024 sebesar 9,14 megaliter. Olahan efluen dari IPAL sebagian dilepaskan ke badan air, dan ada yang digunakan kembali untuk berbagai tujuan. Kami belum melakukan penghitungan besaran volume, debit dan tujuan pelepasan olahan efluen maupun yang digunakan kembali. [303-4]

The management of hazardous and toxic effluent is carried out by placing it in special containers to prevent leakage, and then handing it over to licensed third parties authorized by the Ministry of Environment. The handover and transfer process is carried out under strict supervision. The hazardous and toxic effluent is treated by a licensed third party outside the Prodia branch office. The total volume of effluent at the Head Office and Denpasar Branch Office in 2025 reached 8.67 megaliters, a decrease of 5.06% from 9.14 megaliters in 2024. Some of the treated effluent from the WWTP is discharged into water bodies, and some is reused for various purposes. We have not yet calculated the volume, discharge, and purpose of the treated effluent that is discharged or reused. [303-4]

Volume Pengolahan Efluen di Kantor Pusat dan Kantor Cabang Denpasar (Megaliter)
Volume of Effluent Treatment at Head Office and Denpasar Branch Office (Megaliters)

Jenis Efluen Type of Effluent	**Pengolahan** Treatment	**2025**		**2024**		**2023***
		Kantor Pusat Head Office	**Kantor Cabang Denpasar** Denpasar Branch Office	**Kantor Pusat** Head Office	**Kantor Cabang Denpasar** Denpasar Branch Office	
Non-B3 Non-hazardous and toxic	Diolah di Unit IPAL Processed at the WWTP	7,47	1,17	8,36	0,74	11,75
		8,64		9,11		
B3 Hazardous and toxic	Diserahkan kepada Pihak Ketiga Sent to Third Party	0,023	0,01	0,023	0,006	0,020
		0,034		0,029		

Keterangan | Notes:
*Data penghitungan pada 2023 hanya mencakup Kantor Pusat.
*Calculation data for 2023 only includes the Head Office.

Inisiatif Keberlanjutan untuk Pengelolaan Air dan Efluen [HC-DY-450a.1]

Kami memahami perubahan iklim berpengaruh pada sumber daya air, sehingga akan berdampak pada pasokan air maupun ketersediaan air bagi Prodia. Langkah Prodia untuk mendukung sumber daya air adalah melakukan optimalisasi dan efisiensi pemakaian air, melalui prosedur pengaturan debit air dan kampanye hemat air pada seluruh karyawan maupun pelanggan/pengunjung. Kami juga memanfaatkan kembali olahan efluen dari unit IPAL yang dikelola antara lain untuk air *flushing* toilet, penyiraman taman, dan penyerapan air ke dalam tanah sesuai dengan ketentuan.

Perubahan iklim juga dapat kualitas air, sehingga berpotensi mengganggu kesehatan manusia. Untuk memastikan kualitas air, Prodia mewajibkan seluruh kantor cabang melakukan uji laboratorium satu kali dalam setahun dengan mengacu standar baku mutu yang ditetapkan pemerintah. Kami juga menyiapkan antisipasi darurat untuk memastikan terpenuhinya kebutuhan air dengan cara memastikan seluruh tangki di setiap kantor cabang selalu terisi penuh, sehingga dapat menjadi persediaan.

Sustainability Initiative for Water and Effluent Management [HC-DY-450a.1]

We recognize climate change's impact on water resources, which will affect water supply and availability for Prodia. Prodia's measures to support water resources include optimizing and improving water usage efficiency through water flow control procedures and water conservation campaigns for all employees and customers/visitors. We also reuse treated effluent from our WWTP for toilet flushing, garden irrigation, and water absorption into the ground in accordance with regulations.

Climate change can also affect water quality, which is potentially harmful to human health. To ensure water quality, Prodia requires all branch offices to conduct laboratory tests once a year in accordance with government's quality standards. We also prepare for emergency measures to ensure that water needs are met by ensuring that all tanks at each branch office are always full, so that they can serve as reserves.

Pengelolaan dan Pengolahan Limbah [F.13][F.14][E-05]
Waste Management and Treatment

Timbulan limbah dari kegiatan operasional Prodia berpotensi menimbulkan kontaminasi, cemaran lingkungan, dan emisi GRK. Pengelolaan timbulan limbah dilakukan sesuai Prosedur Operasi Baku Penanganan Limbah, melalui tahapan penyimpanan, pemilahan, penanganan, serta dokumentasi dan pencatatan yang sistematis.

Limbah B3 terdiri atas limbah medis yang bersifat infeksius, seperti jarum suntik, perban bekas, bahan biologi, serta sampah terkontaminasi patogen. Timbulan limbah B3 lain adalah limbah mengandung radioaktif, dan limbah farmasi meskipun jumlahnya tidak signifikan. Adapun limbah B3 farmasi terdiri dari obat kedaluwarsa, bahan kimia berbahaya, sisa obat, serta peralatan medis terkontaminasi. Sebelum diserahkan kepada pihak ketiga berizin, limbah B3 di Prodia dikumpulkan oleh petugas menggunakan APD lengkap dan disimpan di TPS limbah B3 yang tertutup serta terpisah dari area layanan dan perkantoran.

Waste generated from Prodia's operational activities has the potential to cause contamination, environmental pollution, and GHG emissions. Waste management is carried out in accordance with the Standard Operating Procedures for Waste Handling, that involves storage, sorting, handling, as well as systematic documentation and recording.

Hazardous waste consists of infectious medical waste, such as syringes, used bandages, biological materials, and pathogen-contaminated waste. Other hazardous waste includes radioactive waste and pharmaceutical waste, although in insignificant amounts. Pharmaceutical hazardous waste consists of expired medicines, hazardous chemicals, pharmaceutical residues, and contaminated medical equipment. Before being handed over to licensed third parties, hazardous waste at Prodia is collected by personnel using complete personal protective equipment (PPE) and temporarily stored in enclosed hazardous waste storage facilities, separated from service and office areas.

Limbah medis B3 disimpan kurang dari 48 jam dengan pembersihan TPS secara rutin untuk mencegah kontaminasi, sementara limbah B3 non-medis dapat disimpan hingga 365 hari di area tertutup yang aman. Seluruh limbah B3 kemudian diangkut dengan pengawasan ketat oleh pihak ketiga berizin untuk diolah melalui insinerasi, daur ulang/perlakuan, atau penimbunan. Laporan ini belum menyertakan informasi jumlah dan persentase limbah dikelola sesuai cara pengolahannya. [306-1] [306-2][HC-DY-150a.1]

Medical hazardous waste is stored for less than 48 hours with routine cleaning of the storage area to prevent contamination, while non-medical hazardous waste may be stored for up to 365 days in a secure enclosed area. All hazardous waste is then transported under strict supervision by licensed third parties for treatment through incineration, recycling/ treatment, or disposal. This report does not include information on the amount and percentage of waste managed according to the method of treatment. [306-1][306-2][HC-DY-150a.1]

Sementara limbah non-B3 adalah limbah non-medis, terdiri dari limbah domestik seperti plastik, kertas, dan sisa makanan. Timbulan limbah non-B3 lainnya meliputi limbah non-B3 farmasi, yang terdiri atas kemasan obat kosong, label obat bekas, botol kaca atau plastik bekas obat dan reagen, serta kertas atau kardus dari kemasan obat, dengan jumlah yang relatif tidak signifikan. Limbah non-B3 dikelola dengan pendekatan 3R (*reduce*/mengurangi, *reuse*/penggunaan ulang, dan *recycle*/daur ulang). Limbah yang telah dikelola dibawa ke tempat penampungan akhir (TPA) di luar Prodia, untuk dimusnahkan termasuk dengan cara ditimbun. Laporan ini belum menyertakan informasi jumlah dan persentase limbah dikelola sesuai cara pengolahannya. [306-1][306-2][HC-DY-150a.2]

Meanwhile, non-hazardous waste is non-medical waste, consisting of domestic waste such as plastic, paper, and food waste. Other non-hazardous waste generated includes non-hazardous pharmaceutical waste, consisting of empty medicine packaging, used medicine labels, used glass or plastic bottles for medicines and reagents, as well as paper or cardboard from medicine packaging, with relatively insignificant quantities. Non-hazardous waste is managed using the 3R approach (reduce, reuse, and recycle). Managed waste is transported to a final disposal site (TPA) outside Prodia to be destroyed, including by landfill. This report does not include information on the amount and percentage of waste managed according to its treatment method. [306-1] [306-2][HC-DY-150a.2]

Alur Pengelolaan Limbah Non-Radioaktif
Non-Radioactive Waste Management Flow



Total volume timbulan limbah B3 padatan pada 2025 yang diangkut pihak ketiga dari TPS menuju lokasi pemusnahan di luar Prodia, mencapai 85,89 ton, bertambah dari 2024 sebesar 85,80 ton. Total volume timbulan limbah non-B3 padatan yang diolah dan dibawa ke TPA pada 2025 mencapai 417,36 m^3, bertambah dari 2024 sebesar 395,13 m^3. Peningkatan jumlah limbah disebabkan karena adanya penambahan Prodia Denpasar sebagai cakupan perhitungan. [306-3][306-4][306-5]

The total volume of hazardous and toxic solid waste generated in 2025 that was transported by third parties from the TPS to disposal sites outside Prodia reached 85.89 tons, an increase of 85.80 tons from 2024. The total volume of non-hazardous solid waste generated, processed, and transported to the landfill in 2025 reached 417.36 m^3, an increase of 395.13 m^3 from 2024. The increase in waste volume was due to the inclusion of Prodia Denpasar in the scope of calculation. [306-3][306-4][306-5]

Total Volume Limbah Padatan [F.13][306-3][306-4][306-5][E-05][HC-DY-150a.2]
Total Volume of Solid Waste

Jenis Limbah Waste Type	Satuan Unit	Tujuan/Asal Destination/Origin	2025		2024		2023*
			Kantor Pusat	Prodia Denpasar	Kantor Pusat	Prodia Denpasar	Kantor Pusat
Limbah Non-B3 Non-hazardous Waste	m^3	Tempat Pembuangan Akhir Landfill	392,47	24,89	395,13	N/A	391,14
			417,36		395,13		
Limbah B3 | Hazardous Waste							
Limbah B3 Medis Medical Hazardous Waste	Ton Tons	Tempat Pembuangan Sementara (TPS) untuk diberikan ke Pihak Ketiga Temporary Storage Facility for handover to Third Parties	68,29	17,56	68,05	17,62	59,25
Limbah B3 Non-Medis Non-Medical Hazardous Waste			0,05	0,00	0,13	0,00	0,15
Total Limbah B3 Total B3 Waste			85,89		85,80		59,40

Keterangan | Notes:
*Perhitungan limbah pada 2023 hanya mencakup Kantor Pusat.
*Waste calculations for 2023 only covered the Head Office.

Selama periode pelaporan, kami melaksanakan beberapa inisiatif keberlanjutan pengelolaan limbah, termasuk mengurangi timbulan limbah:

1. Rasio limbah B3 per volume tes di Prodia National Reference Laboratory (PNRL) dibatasi maksimal naik 0,6% dari tahun sebelumnya dengan target skor 100% bila tercapai, dengan hasil pada 2025: rasio total sebesar 3,20, menurun sebesar 0,32 poin dibandingkan rasio 2024, sehingga target penurunan rasio limbah B3 berhasil dicapai dengan pencapaian 100%;

2. Prodia melanjutkan program "Pro In U" yang mewajibkan seluruh karyawan menghindari penggunaan plastik, dengan 4 *hashtag* utama: *#usetumbler*, *#usefoodcontainer*, *#usereusablebag*, dan *#usereusablestraw*;

During the reporting period, we implemented several sustainable waste management initiatives, including reducing waste generation:

1. The ratio of hazardous waste per test volume in Prodia National Reference Laboratory (PNRL) was limited to a maximum increase of 0.6% from the previous year, with a target score of 100% if achieved, with results in 2025: The total ratio stood at 3.20, representing a decrease of 0.32 points compared to the 2024 ratio, thereby achieving the target for reducing the hazardous waste ratio with a 100% achievement rate;
2. Prodia continued its "Pro In U" program, which requires all employees to avoid using plastic, with four main hashtags: #usetumbler, #usefoodcontainer, #usereusablebag, and #usereusablestraw;

3. Pengukuran limbah berdasarkan kategori di seluruh cabang Prodia;
4. Digitalisasi proses pelayanan untuk mengganti dan mengurangi penggunaan kertas sebagai dokumen fisik, serta penyimpanan dokumen dalam bentuk *soft file*;
5. Untuk meningkatkan kesadaran pengelolaan limbah, Prodia meluncurkan program ***E**co-Champion*. Pada 2025, sebanyak 200 karyawan tergabung sebagai *Eco-Champion* yang berperan dalam program 'Pro in U', optimalisasi penggunaan air dan energi, pengurangan timbulan sampah, serta inisiatif lingkungan;
6. Penempatan fasilitas pengumpulan limbah terpilah (organik, anorganik, B3) di setiap cabang untuk mempermudah pengelolaan limbah;
7. Penghematan penggunaan kertas sebanyak >4.500.000 lembar dan amplop sebanyak >840.000 lembar melalui penggunaan hasil pemeriksaan laboratorium *online*.

3. Waste measurement based on categories across all Prodia branches;
4. Digitization of service processes to replace and reduce the use of paper as physical documents, as well as document storage in soft file format;
5. To enhance awareness of waste management, Prodia launched the Eco-Champion program. In 2025, a total of 200 employees participated as Eco-Champions, playing active roles in the "Pro in U" program, optimizing water and energy use, reducing waste generation, and supporting environmental initiatives;
6. Placement of separate waste collection facilities (organic, inorganic, hazardous) in each branch to facilitate waste management;
7. Savings of more than 4,500,000 sheets of paper and more than 840,000 envelopes were achieved through the use of online laboratory test results.

Penanganan Tumpahan [F.15]

Kegiatan operasional Prodia juga menggunakan bahan kimia sebagai material pendukung. Prosedur penanganan bahan kimia dilaksanakan sesuai Pedoman Pengendalian Bahan Kimia di Tempat Kerja. Dalam pedoman tersebut, diatur penanggulangan keadaan darurat jika terjadi tumpahan zat kimia. Selama 2025, tidak ada peristiwa tumpahan bahan kimia berbahaya dalam jumlah signifikan, yang berpotensi menimbulkan dampak negatif terhadap karyawan, pengunjung/pelanggan, maupun lingkungan.

Spill Management [F.15]

Prodia also uses chemicals as supporting materials in its operational activities. Chemical handling procedures are carried out in accordance with the Guidelines for Chemical Control in the Workplace. These guidelines regulate emergency response in the event of a chemical spill. During 2025, there were no significant hazardous chemical spills that could have had a negative impact on employees, visitors/customers, or the environment.

Pengelolaan Keanekaragaman Hayati
Biodiversity Management

Lokasi seluruh laboratorium maupun klinik tidak berada di dalam atau berdekatan kawasan dilindungi/kawasan dengan keanekaragaman hayati tinggi, sehingga tidak ada keanekaragaman hayati yang terdampak, hilang, atau berubah peruntukan dan ekosistem. Kami juga tidak berbagi akses dengan pihak lain di lokasi laboratorium maupun klinik. [101-2]

All laboratory and clinic locations are not situated within or adjacent to protected areas or areas with high biodiversity value; therefore, no biodiversity has been impacted, lost, or subject to land-use change or ecosystem alteration. The Company also does not share access with other parties at its laboratory or clinic locations. [101-2]

Meskipun Prodia belum memiliki kebijakan terkait perlindungan keanekaragaman hayati, Prodia senantiasa mendukung perlindungan keanekaragaman hayati melalui pelaksanaan program-program tanggung jawab sosial dan lingkungan (TJSL). [F.9][101-1][101-3][101-4][101-5][101-6][101-7][101-8]

Pada 2025, Prodia kembali bekerja sama dengan Yayasan Terra Segara Indonesia dalam program pelatihan konservasi laut bagi 9 siswa SMA Satu Atap Klumpu, Nusa Penida. Seluruh peserta berhasil menyelesaikan rangkaian pelatihan yang mencakup teori, latihan di kolam, dan penyelaman laut, serta mendapatkan sertifikasi SSI *Open Water Diver*. Setelah itu, program dilanjutkan dengan *roadshow* ke seluruh siswa di sekolah, agar pengetahuan tentang konservasi laut bisa dibagikan ke siswa lainnya, dan diteruskan ke keluarga serta masyarakat sekitar, sehingga program ini berjalan secara berkelanjutan. Program ini bermanfaat bagi lingkungan karena meningkatkan kesadaran masyarakat akan pentingnya menjaga ekosistem laut, melindungi keanekaragaman hayati, dan melestarikan habitat terumbu karang serta kehidupan laut secara keseluruhan, sekaligus mendukung pencapaian TPB, khususnya Tujuan 4: Pendidikan Berkualitas dan TPB 14: Ekosistem Lautan. [F.10]

Although Prodia has not yet established a specific biodiversity protection policy, Prodia consistently supports biodiversity conservation through the implementation of coprorate social responsibility (CSR) programs. [F.9][101-1][101-3][101-4][101-5][101-6][101-7][101-8]

In 2025, Prodia continued its collaboration with Terra Segara Indonesia Foundation through a marine conservation training program for nine students of SMA Satu Atap Klumpu, Nusa Penida. All participants successfully completed a series of training activities, including theoretical sessions, pool practice, and open-water diver, and obtained SSI Open Water Diver certification. The program was subsequently extended through a roadshow to all students at the school to disseminate marine conservation knowledge, which can then be shared with families and the surrounding community, ensuring the program's sustainability. This program benefits the environment by raising public awareness of the importance of protecting marine ecosystems, conserving biodiversity, and preserving coral reef habitats and marine life, while also supporting the achievement of the SDGs, particularly Goal 4: Quality Education and Goal 14: Life Below Water. [F.10]



Kinerja Pengelolaan Sosial

SOCIAL MANAGEMENT PERFORMANCE



Dukungan untuk Kesehatan Masyarakat
Support for Community Health

Prodia terus menghadirkan kelengkapan layanan dan juga memperluas akses layanan, guna memperkuat dukungan terhadap kesehatan masyarakat.

Prodia continues to provide comprehensive services while expanding service access to strengthen support for community health.



Ir. Sahat Pasaribu M.Pd
Pebisnis & Tokoh Masyarakat
Entrepreneurs & Public Figures

Pengalaman pertama di 2016 menjadi awal kepercayaan jangka panjang saya pada Prodia. Dari kunjungan pertama tersebut, saya merasakan tiga pilar standar layanan yang luar biasa, yakni efisiensi, keramahan, dan profesionalisme. Mulai dari istri, anak, hingga cucu, kami secara kolektif mempercayakan seluruh kebutuhan pemeriksaan kesehatan kami kepada Prodia, karena kami merasa sangat nyaman dan yakin akan kualitas diagnostik serta pelayanannya. Saya dengan tulus merekomendasikan Prodia sebagai layanan laboratorium yang terpercaya, profesional, dan berorientasi pada kepuasan pelanggan, yang telah membuktikan diri sebagai standar emas dalam pelayanan.

My first experience in 2016 marked the beginning of my long-term trust in Prodia. From that initial visit, I experienced three outstanding pillars of service standards efficiency, friendliness, and professionalism. From my wife and children to my grandchildren, our entire family collectively entrusts all our health testing needs to Prodia, as we feel comfortable and confident in the quality of its diagnostics and services. I sincerely recommend Prodia as a trusted, professional laboratory service that is strongly oriented toward customer satisfaction and has proven itself as the gold standard in service excellence.

Dampak Operasi, Pelibatan, dan Pemberdayaan Masyarakat [F.23][2-25][413-1][413-2]
Impact of Operations, Community Engagement, and Empowerment

Pada 2025, Perseroan membuka 1 laboratorium medis baru (Prodia Bau Bau) dan 71 POC, serta pembukaan 2 *Genomice Site* di Rumah Sakit Primasatya Husada Citra Surabaya dan Rumah Sakit Regina Maris Medan. Hingga akhir 2025, Perseroan telah memiliki 402 *outlet* yang tersebar

In 2025, the Company opened one new medical laboratory (Prodia Bau Bau) and 71 points of care (POCs), and opening of two Genomic sites at Primasatya Husada Citra Hospital in Surabaya and Regina Maris Hospital in Medan. By the end of 2025, the Company operated 402 outlets

secara strategis di 34 provinsi Indonesia. Sebelum membuka *outlet* baru, kami selalu melakukan kajian dampak untuk mengevaluasi pengaruhnya terhadap masyarakat sekitar, termasuk aspek permintaan layanan, dampak sosial, dan lingkungan. Kajian ini juga mencakup analisis keuangan dan potensi keberlanjutan bisnis, guna memastikan bahwa keputusan yang diambil mendukung pertumbuhan yang berkelanjutan dan memberikan manfaat jangka panjang.

Dengan pendekatan tersebut, kami memastikan seluruh kantor/cabang Prodia tidak ada yang berlokasi di dalam atau berdekatan dengan area yang ditinggali penduduk asli/masyarakat adat, sehingga tidak ada hak-hak mereka yang dilanggar serta tidak berpotensi menimbulkan perselisihan dengan mereka. Selain itu, kami secara rutin melakukan evaluasi terhadap dampak operasional kami, baik dari segi sosial, lingkungan, maupun keuangan, untuk memastikan hubungan yang harmonis dengan masyarakat serta mendukung kelanjutan pertumbuhan bisnis yang berkelanjutan. Berdasarkan interaksi yang terbangun selama ini, diketahui keberadaan Prodia memberikan manfaat/dampak positif bagi masyarakat setempat, di antaranya membuka lapangan kerja bagi mereka dan memperluas akses terhadap layanan kesehatan. [411-1]

Dampak sosial negatif yang dihadapi Prodia antara lain masih adanya persepsi di sebagian masyarakat bahwa pemeriksaan laboratorium hanya diperlukan saat sakit, konsultasi dokter harus dilakukan secara tatap muka, serta anggapan bahwa layanan Prodia relatif mahal dan hanya ditujukan bagi kalangan tertentu. Untuk menjawab tantangan tersebut, Prodia menyediakan layanan *Home Service* untuk pengambilan sampel di lokasi yang diinginkan, serta aplikasi U by Prodia untuk konsultasi dokter secara daring. Selain itu, Prodia secara aktif melakukan edukasi mengenai pemeriksaan yang tepat sesuai kebutuhan individu, menyosialisasikan bahwa penetapan harga layanan disesuaikan dengan mutu dan nilai yang diberikan dengan tetap menjunjung prinsip kesetaraan dan keberagaman, serta secara berkala menyelenggarakan pemeriksaan kesehatan berbiaya rendah maupun gratis melalui program TJSL.

strategically located 34 provinces in Indonesia. Prior to opening new outlets, we consistently conduct impact assessments to evaluate potential effects on surrounding communities, including service demand, social impact, and environmental aspects. These assessments also include financial analysis and business sustainability potential to ensure that decisions support sustainable growth and deliver long-term benefits.

With this approach, we ensure that none of Prodia's offices or branches are located within or near areas inhabited by indigenous peoples or local communities, thereby avoiding any violation of their rights and preventing potential disputes. In addition, we regularly evaluate the social, environmental, and financial impacts of our operations to maintain harmonious relationships with surrounding communities and support the continuity of sustainable business growth. Based on ongoing interactions, Prodia's presence has shown positive benefits to local communities, including creating employment opportunities and expanding access to healthcare services. [411-1]

The negative social impacts identified by Prodia include the prevailing perception among some segments of society that laboratory tests are only necessary when individuals are ill, that medical examinations or consultations must be conducted in person, as well as the assumption that Prodia's services are relatively expensive and intended only for certain groups. To address these issues, Prodia provides Home Service for sample collection at locations convenient for patients, as well as U by Prodia, a digital platform for online medical consultations. In addition, Prodia actively conducts education on appropriate testing based on individual needs, communicates that its pricing is aligned with service quality while upholding the principles of equity and diversity, and regularly organizes low-cost or free health screenings through its CSR program.

Tanggung Jawab Sosial dan Lingkungan (TJSL) [F.25][2-24][203-1][203-2][413-1][413-2][S-12]

Pemenuhan tanggung jawab sosial dan lingkungan (TJSL) dijalankan sesuai Prosedur Operasi Baku: Pengelolaan Kegiatan Sosial dan *Corporate Social Responsibility* (CSR). Pemenuhan TJSL diprioritaskan pada program/kegiatan yang mendukung peningkatan kesehatan masyarakat dan melibatkan mereka, sehingga dapat meningkatkan kesadaran gaya hidup sehat sebagai langkah preventif melindungi diri dari risiko penyakit dengan pemeriksaan kesehatan berkala. Di 2025, Prodia menargetkan minimal satu kegiatan TJSL yang mencakup aspek lingkungan, sosial, atau edukasi di setiap wilayah kerja dengan sedikitnya terdapat total 1.000 penerima manfaat. Target ini terealisasi dengan terlaksananya 20 kegiatan TJSL di seluruh wilayah kerja dengan lebih dari 30.000 penerima manfaat dan biaya TJSL sebesar Rp1,37 miliar, antara lain:



Corporate Social Responsibility (CSR) [F.25][2-24][203-1][203-2][413-1][413-2][S-12]

The fulfillment of corporate social responsibility (CSR) is carried out in accordance with the Standard Operating Procedure for the Management of Social Activities and Corporate Social Responsibility (CSR). CSR implementation is prioritized toward programs and activities that support the improvement of public health and actively engage communities, thereby increasing awareness of healthy lifestyles as a preventive measure against disease risks through regular health screenings. In 2025, Prodia targeted at least one CSR activity covering environmental, social, or educational aspects in each operational region, with a minimum total of 1,000 beneficiaries. This target was exceeded through the implementation of 20 CSR activities across all operational areas, reaching more than 30,000 beneficiaries with total CSR expenditures amounting to Rp1.37 billion, including:

NASIONAL | NATIONAL

- CSR Prodia x Indonesia Rare Disorders (IRD) 2025:
  Kesetaraan Akses melalui Inovasi Terbaru: Pemeriksaan Whole Exome Sequencing (WES) untuk Komunitas Penyandang Penyakit Langka
  Equal Access through the Latest Innovation: Whole Exome Sequencing (WES) Testing for Communities Affected by Rare Diseases
- Skrining Demensia Gratis Nasional bagi Masyarakat Berusia Lanjut
  National Free Dementia Screening for the Elderly
- Prodia Education and Research Institute (PERI)



AMBON
CSR Peduli Gizi Anak di Kota Ambon – Panti Asuhan Maria Mediatrix
CSR Cares for Children's Nutrition in Ambon City – Maria Mediatrix Orphanage

BALI
Edukasi dan Skrining Darah | Education and Blood Screening – Yayasan Bakti Indonesia

Keterangan | Notes
*Penjelasan lebih lanjut mengenai Program CSR Terra Segara dapat dilihat pada pembahasan Keanekaragaman Hayati di halaman 92.
*Further details regarding Terra Segara's CSR Program can be found in the discussion on Biodiversity on page 92.

Kegiatan TJSL 2025 | CSR Activities 2025

1 Skrining Demensia Nasional Gratis bagi Masyarakat Berusia Lanjut
National Free Dementia Screening for the Elderly



Prodia terus meningkatkan taraf kualitas kesehatan pelanggan dan masyarakat, salah satunya dengan melanjutkan kegiatan skrining demensia gratis bagi masyarakat berusia lanjut. Skrining demensia gratis ditujukan untuk menumbuhkan kepedulian dan memberikan edukasi mengenai demensia serta risiko gejala yang mungkin timbul, bagi individu berusia 50 tahun ke atas. Program ini dilaksanakan sejak tanggal 24 Februari hingga 31 Desember 2025 di seluruh cabang Prodia yang telah memiliki izin klinik di seluruh Indonesia. Pada 2025, kegiatan ini berhasil menjangkau 28.502 peserta yang menjalani tes AD-8 INA, atau mencapai 142,5% dari target yang ditetapkan, yaitu 20.000 peserta, dengan 747 peserta melanjutkan ke tes MOCA-INA. Aktivitas skrining juga melaksanakan 12 kali seminar, 26 kali *open booth*, 137 kunjungan, dan 15 kegiatan media sosial.

Prodia continues to improve the quality of health for its customers and the community, one of which is by continuing free dementia screening for the elderly. Free dementia screening is aimed at raising awareness and providing education about dementia and the risks of symptoms that may arise for individuals aged 50 and above. This program is being implemented from February 24 to December 31, 2025, at all Prodia branches that have clinic licenses throughout Indonesia. In 2025, this activity successfully reached 28,502 participants who underwent the AD-8 INA test, or 142.5% of the target of 20,000 participants, with 747 participants continuing to the MOCA-INA test. The screening activity also conducted 12 seminars, 26 open booths, 137 visits, and 15 social media activities.

Dalam kegiatan ini, peserta akan mendapatkan informasi tentang demensia, kemudian diminta mengisi kuesioner AD-8 INA untuk melihat apakah ada tanda-tanda gangguan memori atau kemampuan berpikir. Jika hasil kuesioner menunjukkan kemungkinan gangguan kognitif, peserta akan melanjutkan ke tes lanjutan, yaitu tes MOCA-INA yang dilakukan oleh dokter Prodia. Jika hasil tes MOCA-INA menunjukkan ada penurunan dalam kemampuan berpikir dan memori, peserta akan dianjurkan untuk pemeriksaan lebih lanjut oleh dokter spesialis saraf atau dokter geriatri di Prodia Senior yang tersedia di Jakarta, Surabaya, Makassar, atau cabang Prodia lainnya yang memiliki layanan ini.

In this activity, participants will receive information about dementia, then be asked to fill out the AD-8 INA questionnaire to see if there are any signs of memory impairment or thinking ability. If the questionnaire results indicate a possible cognitive impairment, participants will proceed to further testing, namely the MOCA-INA test conducted by Prodia doctors. If the MOCA-INA test results show a decline in thinking and memory abilities, participants will be recommended for further examination by a neurologist or geriatrician at Prodia Senior, available in Jakarta, Surabaya, Makassar, or other Prodia branches that offer this service.

Selain itu, Tim WIC Prodia juga telah membuat Grup WhatsApp "Prodia Sahabat Ingatan" untuk mewadahi dan menindaklanjuti pengelolaan pasien yang telah melakukan skrining, sekaligus memberikan edukasi demensia. Prodia juga memberikan berbagai skrining dan pemeriksaan secara gratis, disertai dengan kegiatan edukasi untuk meningkatkan kesadaran masyarakat akan kesehatan, antara lain:

Additionally, the Prodia WIC Team has created a WhatsApp group called "Prodia Sahabat Ingatan" (Prodia Memory Friends) to facilitate and follow up on the management of patients who have undergone screening, while also providing dementia education. Prodia also provides various free screenings and examinations, accompanied by educational activities to raise public awareness of health, including:

Kegiatan Activities	**Tanggal Pelaksanaan** Date of Implementation	**Penjelasan Kegiatan dan Penerima Manfaat** Description of Activities and Beneficiaries
Prodia x IDAI Sumut: Anemia Awareness Day	20 Februari 2025 February 20, 2025	Edukasi anemia dan skrining anemia lengkap secara gratis kepada 47 siswa dan 4 guru di Pesantren Modern Bayt Al-Qur'An Al Mubarok, Medan. Free anemia education and comprehensive anemia screening for 47 students and 4 teachers at Pesantren Modern Bayt Al-Qur'An Al Mubarok, Medan.
Youth Forum 2025: Young People and Sustainability	27 Februari 2025 February 27, 2025	Youth Forum 2025 "Young People & Sustainability" adalah acara yang membahas kesadaran dan peran anak muda dalam menciptakan masa depan berkelanjutan, yang diselenggarakan di Solo, Jawa Tengah. Dalam acara ini, Prodia turut berperan sebagai salah satu pembicara dengan menghadirkan Marina Eka Amalia, AVP Legal, Investor Relations & Corporate Secretary, di hadapan lebih dari 1.000 peserta. Youth Forum 2025 "Young People & Sustainability" is an event that discusses the awareness and role of young people in creating a sustainable future, held in Solo, Central Java. At this event, Prodia participated as one of the speakers, presenting Marina Eka Amalia, AVP Legal, Investor Relations & Corporate Secretary, in front of more than 1,000 participants.
Edukasi Pencegahan Luka pada Kaki Diabetik – Ilmu Kedokteran Fisik dan Rehabilitasi (IKFR) Fakultas Kedokteran Universitas Indonesia (FKUI) di Rumah Sakit Cipto Mangunkusumo (RSCM) Education on Preventing Diabetic Foot Ulcers – Physical Medicine and Rehabilitation (IKFR) Faculty of Medicine, University of Indonesia (FKUI) at Cipto Mangunkusumo Hospital (RSCM)	24 Mei 2025 May 24, 2025	• Pemeriksaan fungsi pergelangan kaki dan kadar gula darah serta skrining neuropati oleh Tim Greater Jakarta Region (GJR) Prodia bersama RSCM FKUI kepada 80 orang penderita diabetes melitus. • Edukasi mengenai risiko luka kaki diabetik dan latihan fisik yang aman. • Examination of ankle function and blood sugar levels as well as neuropathy screening by the Greater Jakarta Region (GJR) Prodia Team together with RSCM FKUI for 80 people with diabetes mellitus. • Education about the risk of diabetic foot wounds and safe physical exercise.
Pemeriksaan Golongan Darah – Panti Asuhan Raudhatun Nasyi'in Blood Type Examination – Raudhatun Nasyi'in Orphanage	17 Juni 2025 June 17, 2025	• Pemeriksaan golongan darah dan kesehatan dasar di panti asuhan kepada 102 anak. • Pemberian dukungan sosial dalam bentuk sembako dan donasi. • Blood type testing and basic health checks for 102 children at the orphanage. • Provision of social support in the form of basic food supplies and donations.
Edukasi dan Skrining Darah – Yayasan Bakti Indonesia Education and Blood Screening –Bakti Indonesia Foundation	22 Agustus 2025 August 22, 2025	• Pemeriksaan kolesterol, asam urat, dan glukosa darah serta *medical check-up* gratis 167 orang Yayasan Bakti Indonesia di Bali. • *Talkshow* bertema diabetes yang diikuti 50 peserta. • Free cholesterol, uric acid, and blood glucose tests, as well as medical check-ups for 167 people from the Bakti Indonesia Foundation in Bali. • A talk show on diabetes attended by 50 participants.
CSR Skrining Thalassemia Remaja Sukabumi 2025 CSR Thalassemia Screening for Sukabumi Youth 2025	22 & 27 Agustus 2025 August 22 & 27, 2025	• Pemeriksaan skrining thalassemia gratis bagi 120 remaja. • Edukasi penanganan dan pencegahan thalassemia oleh Tim Prodia. • Free thalassemia screening for 120 teenagers. • Education on the treatment and prevention of thalassemia by the Prodia Team.
CSR Peduli Gizi Anak di Kota Ambon – Panti Asuhan Maria Mediatrix CSR Caring for Children's Nutrition in Ambon City – Maria Mediatrix Orphanage	30 Agustus 2025 August 30, 2025	Pemeriksaan hematologi secara lengkap dan pembagian Kartu Pantau Gizi Anak, serta edukasi kesehatan kepada 50 anak untuk mendukung upaya deteksi dini dan pencegahan stunting. Complete hematology tests and distribution of Child Nutrition Monitoring Cards, as well as health education for 50 children to support early detection and prevention of stunting.

Kegiatan Activities	**Tanggal Pelaksanaan** Date of Implementation	**Penjelasan Kegiatan dan Penerima Manfaat** Description of Activities and Beneficiaries
CSR Skrining Anemia – Cimahi CSR Anemia Screening - Cimahi	21 November 2025	Pemeriksaan anemia secara gratis kepada 89 orang. Free anemia tests for 89 people.
Pemeriksaan Glukosa – KRIS dan GBI Skenoo Landmark Pluit Glucose Testing – KRIS and GBI Skenoo Landmark Pluit	22 November 2025	• Pemeriksaan laboratorium (glukosa sewaktu dan korestrol total) kepada 174 orang penghuni apartemen (kalangan menengah bawah) di daerah Pluit, Jakarta. • Konsultasi kesehatan, pembagian kacamata baca, serta obat gratis bagi 250 penghuni apartemen, dengan mayoritas lansia. • Laboratory tests (random glucose and total cholesterol) for 174 apartment residents (lower-middle class) in the Pluit area, Jakarta. • Health consultations, distribution of reading glasses, and free medicine for 250 apartment residents, the majority of whom were elderly.
Edukasi dan Pemeriksaan Laboratorium (GPT dan Kreatinin) – Yogyakarta Education and Laboratory Testing (GPT and Creatinine) - Yogyakarta	11 & 13 Desember 2025 December 11 & 13, 2025	• Pemeriksaan GPT (fungsi liver) dan kreatinin (fungsi ginjal) kepada 100 orang secara gratis. • Pemeriksaan golongan darah dan hematologi kepada 40 orang secara gratis. • Free GPT (liver function) and creatinine (kidney function) tests for 100 people. • Free blood type and hematology tests for 40 people.

2 Pemeriksaan Gratis WES untuk Odalangka
Free WES Examination for Odalangka



Prodia bersama Indonesia Rare Disorders (IRD) mengadakan program pemeriksaan gratis dengan teknologi terbaru *Whole Exome Sequencing* (WES) untuk Komunitas Orang dengan Penyakit Langka (Odalangka). Kegiatan bertujuan memberikan diagnosis lebih akurat dan mempercepat perawatan bagi odalangka. Kegiatan di 2025 merupakan kelanjutan dari kegiatan serupa pada 2023, yang menggunakan teknologi *Chromosomal Microarray* (CMA) untuk 150 anak Odalangka di seluruh Indonesia. Pada 2025, kegiatan ini diikuti 36 anak Odalangka yang telah memenuhi kriteria akan mengikuti pemeriksaan WES. Selain itu, dilaksanakan juga seminar kesehatan *offline* dan *online* melalui YouTube dan Zoom yang diikuti oleh ±300 orang.

Prodia, in collaboration with Indonesia Rare Disorders (IRD) is conducting a free screening program using the latest Whole Exome Sequencing (WES) technology for the Community of People with Rare Diseases (Odalangka). The program aims to provide more accurate diagnoses and accelerate treatment for odalangka. The 2025 activity is a continuation of a similar activity in 2023, which used Chromosomal Microarray (CMA) technology for 150 Odalangka children throughout Indonesia. In 2025, this activity will be attended by 36 Odalangka children who have met the criteria for WES screening. In addition, offline and online health seminars will be held via YouTube and Zoom, attended by approximately 300 people.

Sebagai apresiasi atas kontribusinya dalam mendukung penyandang penyakit langka, Prodia menerima Penghargaan ESGNow Awards 2025 pada pilar S (*Social*) untuk kategori *Health and Well-being Champion* yang diselenggarakan oleh Republika. Penghargaan ini diberikan kepada Prodia atas inisiatif sosial bertajuk "Kesetaraan Akses Pemeriksaan Genetik untuk Komunitas Penyakit Langka di Indonesia". Program ini telah dilaksanakan secara berkelanjutan sejak 2019, 2023, dan 2025, dengan menyediakan layanan pemeriksaan genetik gratis, edukasi, dan konsultasi medis bagi penyandang penyakit langka di seluruh Indonesia.

In recognition of its contribution to supporting people with rare diseases, Prodia received the ESGNow Awards 2025 in the S (Social) pillar for the Health and Well-being Champion category, organized by Republika. This award was given to Prodia for its social initiative entitled "Equal Access to Genetic Testing for the Rare Disease Community in Indonesia." This program has been implemented continuously since 2019, 2023, and 2025, providing free genetic testing services, education, and medical consultations for individuals with rare diseases across Indonesia.

3 Kegiatan Bakti Sosial
Social Service Activities



Prodia melaksanakan berbagai kegiatan bakti sosial, antara lain:

Prodia carries out various social service activities, including:

Kegiatan Activities	**Tanggal Pelaksanaan** Date of Implementation	**Penjelasan Kegiatan dan Penerima Manfaat** Description of Activities and Beneficiaries
CSR Prodia: Grand Opening Prodia Palembang	22 Januari 2025 January 22, 2025	Pemberian konsumsi makan siang, snack, serta paket bantuan yang berisi sembako, alat tulis, dan buku tulis kepada 54 anak yatim di Panti Asuhan Nur Aisyah. Provision of lunch, snacks, and aid packages containing basic necessities, stationery, and notebooks to 54 orphans at the Nur Aisyah Orphanage.
Pemberian Sembako – Palang Merah Indonesia (PMI) Distribution of Basic Food Supplies – Indonesian Red Cross (PMI)	21 Maret 2025 March 21, 2025	Pembagian paket sembako yang berisi kebutuhan bahan pokok kepada 56 orang. Distribution of food packages containing basic necessities to 56 people.
CSR Prodia: We Care We Share – Yayasan Pendidikan Dwituna (YPD) Rawinala	1 Agustus 2025 August 1, 2025	• Penyerahan donasi tunai kepada YPD Rawinala. • Pemeriksaan laboratorium bagi 58 peserta didik. • Pelaksanaan rangkaian acara seremonial yang melibatkan permainan, musik, dan makan bersama yang diikuti oleh 97 peserta dari YPD Rawinala. • Cash donation to YPD Rawinala. • Laboratory tests for 58 students. • A series of ceremonial events involving games, music, and a meal together, attended by 97 participants from YPD Rawinala.



Prodia Healthy & Fun with Community

Program tahunan Prodia Healthy & Fun with Community (PHFC) dilaksanakan pada 11 Juli 2025 yang digelar di 10 kota besar di Indonesia, yaitu Makassar, Balikpapan, Batam, Palembang, Jakarta, Solo, Bandung, Semarang, Malang, dan Denpasar. Setiap kota melibatkan komunitas lokal yang aktif mempromosikan gaya hidup sehat, sekaligus memperluas akses masyarakat terhadap edukasi dan layanan kesehatan preventif yang mudah dijangkau.

Rangkaian kegiatan PHFC diisi dengan berbagai aktivitas interaktif, edukasi kesehatan, pemeriksaan kesehatan gratis, dan hiburan yang dirancang untuk menyampaikan pesan hidup sehat, dilengkapi sesi perbincangan edukatif bersama dokter. Peserta mendapatkan pemeriksaan kesehatan gratis, seperti pemeriksaan gula (glukosa sewaktu), fungsi hati (GPT), dan kolesterol total guna memberikan pengalaman akan diferensiasi dan keunggulan layanan Prodia, terutama bagi yang belum pernah melakukan pemeriksaan.

Prodia Healthy & Fun with Community

The annual Prodia Healthy & Fun with Community (PHFC) program was carried out on July 11, 2025 accross 10 major cities in Indonesia, namely Makassar, Balikpapan, Batam, Palembang, Jakarta, Solo, Bandung, Semarang, Malang, and Denpasar. Each city involved local communities that actively promote healthy lifestyles, while expanding public access to education and preventive health services that are easily accessible.

The PHFC series of activities included various interactive activities, health education, free health checks, and entertainment designed to convey the message of healthy living, complemented by educational discussions with doctors. Participants receive free health screenings, such as blood sugar (fasting glucose), liver function (GPT), and total cholesterol tests, to provide an experience of the differentiation and excellence of Prodia's services, especially for those who have never undergone such screenings before.

Pengaduan Masyarakat [F.16][F.24]
Public Complaints

Pada 2025, Prodia tidak menerima keluhan/pengaduan dari masyarakat atas kinerja pengelolaan dampak sosial maupun lingkungan. Perseroan juga tidak menerima sanksi dari pihak-pihak berwenang atas dugaan ketidakpatuhan regulasi pengelolaan sosial dan lingkungan. Kami memberikan akses kepada masyarakat untuk menyampaikan keluhan maupun pengaduan, terkait pelaksanaan kinerja sosial maupun lingkungan, melalui berbagai kanal. Setiap pengaduan akan ditangani oleh Tim Customer Experience (CX) dan dieskalasi ke fungsi terkait.

In 2025, Prodia did not receive any complaints from the public regarding its social and environmental impact management performance. The Company also did not receive any sanctions from the authorities for alleged non-compliance with social and environmental management regulations. We provide access for the public to submit complaints or reports related to social and environmental performance through various channels. Each complaint will be handled by the Customer Experience (CX) Team and escalated to the relevant function.

Sekretaris Perusahaan | Corporate Secretary
Surel | Email:
corporate.secretary@prodia.co.id
Kontak Prodia | Contact Prodia:
1-500-830
info@prodia.co.id



Inisiatif Keberlanjutan pada Kegiatan Pemberdayaan Masyarakat
Sustainability Initiatives in Community Empowerment Activities

Perseroan melakukan inisiatif keberlanjutan untuk pemberdayaan masyarakat sesuai *Sustainability Blueprint* 2024-2030. Beberapa inisiatif dilaksanakan pada Fase I (2024-2025) Peta Jalan Keberlanjutan, antara lain:

1. Menyusun dan mengesahkan kebijakan pelibatan dan pengembangan masyarakat (*Community Involvement and Development*/CID) dan menetapkan prosedur komunikasi CID. Realisasi pada 2025 yaitu telah melaksanakan 20 program TJSL dengan >30.000 orang penerima manfaat di berbagai kota di Indonesia; serta
2. Melaksanakan penilaian *pre* dan *post program* untuk memastikan program dilaksanakan sesuai kebutuhan dan berdampak positif terhadap masyarakat. Realisasi pada 2025 adalah penyusunan Laporan Akhir Kegiatan (LAK), kegiatan pemantauan *post program* melalui mekanisme evaluasi hasil skrining awal, dan pelaksanaan pemeriksaan lanjutan jika diperlukan. Di 2025, kami telah melaksanakan pemeriksaan lanjutan pada 2 (dua) program utama, yaitu skrining demensia dan pemeriksaan bagi penyandang penyakit langka.

The Company implements sustainability initiatives for community empowerment in accordance with the 2024-2030 Sustainability Blueprint. Several initiatives are being implemented in Phase I (2024-2025) of the Sustainability Roadmap, including:

1. Formulating and ratifying a community involvement and development (CID) policy and establishing CID communication procedures. In 2025, 20 CSR programs have been implemented, with >30,000 beneficiaries in various cities in Indonesia; and
2. Conducting pre- and post-program assessments to ensure that programs are implemented according to needs and have a positive impact on the community. The target for 2025 was to prepare a Final Activity Report (LAK), conduct post-program monitoring through an initial screening evaluation mechanism, and carry out follow-up examinations if necessary. In 2025, we have conducted follow-up examinations on two (2) main programs of dementia screening and examinations for people with rare diseases.

Prodia Education and Research Institute (PERI)

PERI didirikan pada 14 Juli 2006, dengan tujuan untuk berkontribusi dalam pengembangan ilmu kedokteran dan kesehatan. Sejak didirikan, PERI telah menjalankan berbagai misi, antara lain memberikan hibah penelitian, menyelenggarakan *workshop*, pelatihan, seminar, dan beasiswa. PERI turut mendukung penelitian di berbagai bidang, berperan aktif dalam pengembangan ilmu pengetahuan dan inovasi di Indonesia yang selengkapnya dapat dilihat pada www.prodia.institute.

PERI was established on July 14, 2006, with the aim of contributing to the development of medical science and health. Since its establishment, PERI has carried out various missions, including providing research grants, organizing workshops, training sessions, seminars, and scholarships. PERI also supports research in various fields and plays an active role in the development of science and innovation in Indonesia, which can be seen in full at www.prodia.institute.

- **Publikasi Ilmiah Internasional**
  Sejak 2009, PERI telah menerbitkan The Indonesian Biomedical Journal, guna mempublikasikan hasil penelitian serta memberikan informasi maupun ulasan terkait ilmu biomedik yang berfokus pada aspek seluler dan molekuler. Pada 2025, PERI menerbitkan 6 edisi, dengan rata-rata 10 artikel/karya ilmiah per edisi.
- **Program Beasiswa Pascasarjana**
  Program dimulai sejak 2017 dengan alokasi dana rata-rata Rp320 juta per tahun. Di 2025, beasiswa diberikan kepada 10 orang, sehingga sampai dengan 2025, total penerima beasiswa mencapai 80 orang.
- **Dana Penelitian untuk Kesehatan**
  Sejak 2017, PERI mendanai tiga proyek penelitian setiap tahun dengan anggaran maksimal Rp100 juta per penelitian. Hingga akhir 2025, sudah lebih dari 10 penelitian yang didanai oleh PERI. Hasil penelitian memberikan solusi inovatif dalam menangani berbagai tantangan kesehatan masyarakat, meningkatkan kualitas hidup, dan mendukung terciptanya sistem kesehatan yang lebih inklusif.
- **Masyarakat Ilmiah Prodia (MIP)**
  Diselenggarakan setiap dua bulan sekali sebagai wadah untuk berbagi perkembangan kapasitas dan wawasan di bidang kesehatan bagi karyawan internal dan *sister companies*. Pada setiap pertemuan, narasumber dari kelompok *scientific* yang berbeda akan mempresentasikan ilmu terkini di bidang keahliannya masing-masing.

- **International Scientific Publications**
  Since 2009, PERI has published the Indonesian Biomedical Journal to publish research results and provide information and reviews related to biomedical science, focusing on cellular and molecular aspects. In 2025, PERI published 6 editions, with an average of 10 articles/scientific papers per edition.
- **Postgraduate Scholarship Program**
  The program began in 2017 with an average budget allocation of Rp320 million per year. In 2025, scholarships were awarded to 10 people, bringing the total number of scholarship recipients to 80 people by 2025.
- **Health Research Funds**
  Since 2017, PERI has funded three research projects annually, each with a maximum budget allocation of Rp100 million. As of 2025, over 10 research projects have received funding support from PERI. The research results provide innovative solutions to address various public health challenges, improve quality of life, and support the creation of a more inclusive health system.
- **Prodia Scientific Society (MIP)**
  The forum is held every two months aims to share developments in capacity and insights in the field of health for internal employees and sister companies. At each meeting, speakers from different scientific groups present the latest knowledge in their respective fields of expertise.



Peningkatan Kesadaran Kesehatan melalui Seminar Edukasi dan Kolaborasi Pendidikan

Raising Health Awareness through Educational Seminars and Educational Collaboration

Sebagai bagian dari komitmen terhadap peningkatan kualitas kesehatan masyarakat, Perseroan menyelenggarakan berbagai inisiatif edukatif di antaranya adalah:

1. **Seminar Nasional Awam "*Beyond the Plate: The Power of Personalized Nutrition*"**
   Perseroan mengedukasi masyarakat di 10 kota besar di Indonesia, yaitu Bandung, Jakarta, Semarang, Surabaya, Makassar, Batam, Banten, Denpasar, Medan, dan Pontianak. Seminar ini bertujuan untuk meningkatkan pemahaman tentang pentingnya pola makan yang dipersonalisasi, serta memperkenalkan fitur terbaru *Chronic Disease Management* (CDM) melalui aplikasi U by Prodia, yang memungkinkan masyarakat untuk lebih mudah memantau kesehatan mereka, terutama dalam pengelolaan penyakit kronis.
2. **Seminar Dokter Nasional 2025** di 11 kota besar di Indonesia, termasuk Bandung, Jakarta Selatan, Jakarta Barat, Jakarta Utara, Semarang, Surabaya, Makassar, Batam, Banten, Denpasar, Medan, dan Pontianak. Mengusung tema "*Breaking Barriers, Building Health: The Science of Chronic Disease*", seminar ini bertujuan untuk memberikan wawasan terkini kepada para klinisi tentang manajemen penyakit kronis, seperti obesitas, gangguan ginjal, gangguan jantung, hipertensi, dan diabetes melitus.
3. Perseroan terus berkomitmen untuk memperkuat kerja sama dengan institusi penelitian dan pendidikan. Pada 2025, Prodia telah menjalin kemitraan dengan 55 institusi pendidikan, termasuk 3 institusi baru, yaitu Fakultas Kedokteran (FK) Universitas Kristen Duta Wacana, FK Universitas Pembangunan Nasional Veteran Jawa Timur, serta FK Universitas Negeri Makassar. Kami juga menyelenggarakan kegiatan *scientific marketing*, yaitu upaya pemasaran berbasis ilmu pengetahuan untuk menyampaikan informasi kesehatan yang akurat kepada masyarakat dan berikut adalah jangkauan yang telah kami capai.

As part of its commitment to improving public health, the Company organizes various educational initiatives, including:

1. **National Public Seminar "Beyond the Plate: The Power of Personalized Nutrition"**
   The Company educated the public in 10 major cities in Indonesia, namely Bandung, Jakarta, Semarang, Surabaya, Makassar, Batam, Banten, Denpasar, Medan, and Pontianak. This seminar aims to increase understanding of the importance of personalized diets and introduce the latest Chronic Disease Management (CDM) feature through the U by Prodia app, which allows people to more easily monitor their health, especially in managing chronic diseases.
2. **National Doctor Seminar 2025** in 11 major cities in Indonesia, including Bandung, South Jakarta, West Jakarta, North Jakarta, Semarang, Surabaya, Makassar, Batam, Banten, Denpasar, Medan, and Pontianak. With the theme "Breaking Barriers, Building Health: The Science of Chronic Disease," this seminar aims to provide clinicians with the latest insights on chronic disease management, such as obesity, kidney disorders, heart disorders, hypertension, and diabetes mellitus.
3. The Company remains committed to strengthening its cooperation with research and educational institutions. By 2025, Prodia has established partnerships with 55 educational institutions, including 3 new institutions, namely the Faculty of Medicine of Duta Wacana Christian University, the East Java Veteran National Development University, and Makassar State University. We also organize scientific marketing activities, which are science-based marketing efforts to convey accurate health information to the public. The following is the reach we have achieved.

Aktivitas *Scientific Marketing*
Scientific Marketing Activities

1 Seminar | Seminars

458
Seminar untuk Dokter
Seminars for Doctors



655
Seminar untuk Korporat
Seminars for Corporates



1.115
Seminar untuk Publik
Seminars for Public



2 Aktivitas Promosi
Promotional Activities

184
Aktivitas Promosi untuk Korporat
Total of Promotional Activities for Corporates

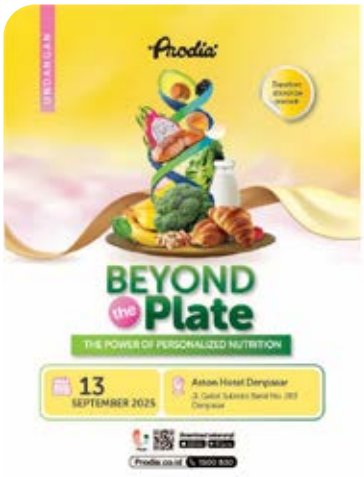
6.563
Total Aktivitas Pemasaran untuk Publik, Termasuk *Event* dan Seminar Publik
Total of Marketing Activities for Public, including Event and Public Seminar

3 Dokter
Doctor

>637 RIBU | THOUSAND
Total Kunjungan Dokter
Total Doctor Visit Generated











Prodia

Kesejahteraan dan Perlindungan Pekerja [F.21]
Employee Well-being and Protection

Prodia menerapkan iklim kerja kondusif, layak dan aman disertai jaminan kesejahteraan kepada karyawan, dengan mengedepankan penghormatan hak asasi manusia (HAM) dan prinsip anti-diskriminasi.

Prodia fosters a conducive, decent, and safe working environment and ensures employee welfare by upholding respect for human rights and anti-discrimination principles.

Pengelolaan Ketenagakerjaan dan Kesejahteraan Pekerja
Employment Management and Employee Welfare

Pengelolaan ketenagakerjaan dilakukan dengan menempatkan karyawan sebagai mitra seumur hidup (*long life partner*) Prodia, dan menerapkan prinsip-prinsip hubungan ketenagakerjaan yang dilandasi pada penghormatan HAM, termasuk dalam praktik keamanan.

Prodia approaches employment management by treating employees as lifelong partners, applying principles of employment relationships based on respect for human rights, including in safety practices.

Rekrutmen dan Perputaran Karyawan [F.19][202-2][401-1][408-1]

Seluruh karyawan Prodia adalah pekerja lokal, yakni warga negara Indonesia (WNI), dan sebagian adalah penduduk sekitar cabang di masing-masing kota/kabupaten, dengan beberapa di antaranya telah menduduki jabatan di tingkat manajemen. Adapun umur minimal calon karyawan Prodia adalah 18 tahun, sehingga tidak ada pekerja anak. Kami juga menerapkan persyaratan ketat dalam proses rekrutmen, termasuk untuk tenaga kesehatan yang harus memenuhi kualifikasi standar, antara antara lain memiliki Surat Tanda Registrasi (STR) dan Surat Izin Prakter (SIP) yang berlaku, latar belakang pendidikan kesehatan dari perguruan tinggi terakreditasi, sertifikasi atau pelatihan yang relevan, pengalaman kerja di bidang kesehatan, serta mematuhi standar etika profesi dan peraturan yang berlaku. [HC-DY-330a.2][S-10]

Di 2025, Perseroan menerima 361 karyawan baru, terdiri dari 87 orang atau 24,10% laki-laki serta 274 orang atau 75,90% perempuan. Sementara tingkat pergantian karyawan di 2025 mencapai 4,50% dengan jumlah karyawan yang meninggalkan Prodia ada 132 orang. [HC-DY-330a.1][S-03]

Employee Recruitment and Turnover [F.19][202-2][401-1][408-1]

All Prodia employees are local workers with Indonesian citizenship and some of whom are residents of the surrounding areas of each branch in their respective cities/regencies, with some of them holding management positions. The minimum age for Prodia employee candidates is 18 years old, ensuring no child labor. We also apply stringent requirements in our recruitment process, including for healthcare professionals who must meet standard qualifications, such as holding valid Registration Certificates (STR) and Practice Licenses (SIP), having an educational background in health-related fields from accredited higher education institutions, possessing relevant certifications or training, having relevant work experience in the healthcare sector, and complying with applicable professional ethical standards and regulations. [HC-DY-330a.2][S-10]

In 2025, the Company hired 361 new employees, consisting of 87 male or 24.10% and 274 female or 75.90%. Meanwhile, the employee turnover rate in 2025 reached 4.50% with a total of 132 employees leaving Prodia. [HC-DY-330a.1][S-03]

Remunerasi dan Tunjangan Karyawan [F.20][202-1][405-2]

Sesuai Prosedur Operasi Baku: Pengelolaan Remunerasi, maka remunerasi karyawan Prodia terdiri dari gaji dasar dan tunjangan, tunjangan hari raya (THR), penghargaan masa kerja, bonus, dan uang pisah. Khusus gaji dasar, diberikan tanpa perbedaan perlakuan atau rasio 1:1 antara karyawan laki-laki maupun perempuan. Besaran remunerasi karyawan Prodia untuk tingkat jabatan terendah telah memenuhi ketentuan upah minimum regional (UMR) yang ditetapkan pemerintah daerah di setiap wilayah operasi cabang.

Prodia menetapkan jam kerja dan jam istirahat sesuai regulasi ketenagakerjaan di Indonesia, serta memberikan tambahan imbal jasa pekerjaan untuk setiap kelebihan jam kerja (upah lembur), sehingga memastikan tidak adanya kerja paksa. Kami memberikan tunjangan dan fasilitas kepada karyawan sesuai status kepegawaian, jabatan, dan kriteria tertentu lainnya. Tunjangan untuk semua karyawan meliputi tunjangan penempatan karyawan di tempat kerja dengan kondisi tertentu; tunjangan khusus bagi jabatan atau kriteria tertentu; tunjangan transportasi bagi karyawan Band III ke atas; dan tunjangan kehadiran bagi karyawan Band IV–Band VI. Tunjangan dan fasilitas untuk karyawan tetap meliputi *medical check-up* (MCU) tahunan, klaim kesehatan karyawan, fasilitas pinjaman, cuti tahunan, serta BPJS Ketenagakerjaan dan BPJS Kesehatan. Tunjangan dan fasilitas untuk karyawan tidak tetap meliputi lembur dan uang makan. [F.19][401-2][409-1][S-10]

Perseroan juga melakukan pemeriksaan kesehatan bagi karyawan dan anggota keluarganya melalui "Kartu Keluarga Prodia". Selain itu, ada beberapa program kesehatan, seperti preventif (pencegahan), promotif (promosi), dan edukatif guna meminimalkan risiko gangguan kesehatan pekerja dan keluarganya. Di 2025, kami juga menyelenggarakan kegiatan promosi yang bersifat sukarela untuk mendukung program pemerintah, seperti kegiatan donor darah, pemeriksaan kesehatan gratis, serta penyaluran bantuan kemanusiaan bagi masyarakat terdampak bencana alam.

Employee Remuneration and Benefits [F.20][202-1][405-2]

In accordance with Standard Operating Procedures of Remuneration Management, Prodia employee remuneration consists of base salary and benefits, religious holiday allowance (THR), long service awards, bonuses, and severance pay. Specifically, base salaries are paid without discrimination, maintaining a 1:1 ratio between male and female employees. The amount of remuneration for Prodia employees at the lowest job level meets the regional minimum wage (UMR) set by the local government in each branch's area of operation.

Prodia sets working hours and breaks in accordance with Indonesian manpower regulations and provides additional compensation for overtime work (overtime pay), ensuring that there is no forced labor. We provide benefits and facilities to employees based on their employment status, position, and certain other criteria. Benefits for all employees include allowances for employees placed in specific workplace conditions; special allowances for certain positions or criteria; transportation allowances for Band III employees and above; and attendance allowances for Band IV–Band VI employees. Allowances and facilities for permanent employees include annual medical check-ups (MCU), employee health claims, loan facilities, annual leave, as well as BPJS Ketenagakerjaan and BPJS Kesehatan insurance. Benefits and facilities for non-permanent employees include overtime pay and meal allowances. [F.19][401-2][409-1][S-10]

The Company also conducts health checks for employees and their family members through the "Prodia Family Card". In addition, there are several health programs, such as preventive, promotive, and educational programs to minimize the risk of health problems for employees and their families. In 2025, we also organized voluntary promotional activities to support government programs, such as blood donation drives, free health checkups, and the distribution of humanitarian aid to communities affected by natural disasters.

Cuti Melahirkan [401-3]

Hak cuti melahirkan diberikan selama 90 hari kalender kepada karyawan perempuan yang melahirkan dan dua hari kalender bagi karyawan laki-laki yang istrinya akan melahirkan. Prodia menjamin karyawan perempuan yang selesai cuti melahirkan dapat kembali bekerja pada jabatan semula. Selama 2025, terdapat 144 karyawan perempuan dan 64 karyawan laki-laki yang mengambil cuti melahirkan dan seluruhnya atau 100% telah kembali bekerja pada jabatan semula.

Maternity Leave [401-3]

Maternity leave is granted for 90 calendar days to female employees who give birth and two calendar days to male employees whose wives are giving birth. Prodia guarantees that female employees who have completed their maternity leave can return to their previous positions. During 2025, there were 144 female employees and 64 male employees who took maternity leave and all of them, or 100%, returned to their original positions.

Inisiatif Keberlanjutan untuk Kesejahteraan Karyawan
Sustainability Initiatives for Employee Welfare

Perseroan melakukan inisiatif keberlanjutan untuk memperkuat kesejahteraan karyawan sesuai *Sustainability Blueprint* 2024-2030. Inisiatif yang dilaksanakan pada Fase I (2024-2025) Peta Jalan Keberlanjutan antara lain:

1. Memastikan nilai remunerasi karyawan di atas upah minimum provinsi (UMP), dengan realisasi besaran remunerasi karyawan di seluruh kantor cabang Prodia telah melebihi UMP 2025 yang ditetapkan pemerintah daerah setempat;
2. Pada 2025, Prodia memastikan bahwa seluruh karyawannya telah mendapatkan pemeliharaan kesehatan, BPJS, fasilitas MCU, kesesuaian remunerasi dan tunjangan lainnya; serta mendapatkan hak cuti, libur dan jam kerja sesuai kesepakatan bersama;
3. Pada 2025, tidak terdapat keluhan yang disampaikan oleh karyawan. Apabila terdapat keluhan, setiap keluhan akan direspons dan ditindaklanjuti hingga selesai dalam waktu maksimal dua hari kerja.
4. Memastikan 80% karyawan mendapatkan layanan kesehatan mental. Pada 2025, Prodia menyelenggarakan dua webinar kesehatan mental bertema "Setiap Tubuh Punya Cerita: Kerja Sehat Sesuai Peran & Usia" dan "Sehat Mental, Produktif Maksimal: *How to Manage Stress at the Workplace*" yang dipimpin oleh dokter spesialis serta dapat diikuti oleh seluruh Insan Prodia.

The Company implements sustainability initiatives to strengthen employee welfare in accordance with the 2024-2030 Sustainability Blueprint. Initiatives implemented in Phase I (2024-2025) of the Sustainability Roadmap include:

1. Ensuring employee remuneration is above the provincial minimum wage (UMP), with the actual remuneration of employees in all Prodia branch offices exceeding the 2025 UMP set by the local government;
2. In 2025, Prodia ensured that all employees received health care, BPJS, MCU facilities, appropriate remuneration and other benefits; as well as receiving leave, holidays and working hours in accordance with collective agreement;
3. In 2025, no employee complaints were reported. Should any complaints arise, they will be responded to and fully resolved within a maximum of two working days.
4. Ensuring that 80% of employees receive mental health services. In 2025, Prodia organized two mental health webinars entitled Every Body Has a Story: Healthy Work According to Role & Age" and "Healthy Mind, Maximum Productivity: How to Manage Stress in the Workplace," led by medical specialists and open to all Prodia employees.

Penghormatan HAM terhadap Karyawan [2-23][S-07][S-08][S-09][412-1][412-2][412-3]

Respect for Human Rights of Employees

Penghormatan HAM terhadap karyawan diwujudkan dengan menerapkan dan sosialisasi Kebijakan Perlindungan terhadap Pelecehan Seksual, Non-Diskriminasi, HAM dan Larangan Pekerja Anak. Prodia juga mendukung kebebasan berserikat dan melakukan perjanjian kerja bersama (PKB), serta memastikan perlakuan setara kepada karyawan dan menjunjung keberagaman karyawan. Selama 2025, Prodia tidak pernah dihadapkan pada sangkaan pelanggaran HAM di seluruh kegiatan operasi yang dijalankan.

Respect for the human rights of employees is realized by implementing and disseminating policies on protection against sexual harassment, non-discrimination, human rights, and prohibition of child labor. Prodia also supports freedom of association and collective labor agreement (CLA), as well as ensuring equal treatment of employees and promoting employee diversity. During 2025, Prodia was never faced with allegations of human rights violations in any of its operations.

Secara berkala, Prodia melakukan penilaian kinerja mitra kerja/pemasok termasuk dalam pengelolaan sosial dan HAM, dengan pendekatan pada kepatuhan regulasi. Kami memastikan bahwa selama 2025, seluruh mitra kerja/pemasok telah mematuhi dan menghormati HAM terhadap pekerja mereka. Selama 2025, Perseroan tidak menemukan kasus pelanggaran atau dampak negatif terhadap masyarakat oleh mitra kerja/pemasok. Dengan demikian, tidak terdapat sanksi pemutusan kontrak atau penghentian kerja sama yang dijatuhkan. [414-1][414-2]

Prodia periodically assesses the performance of its partners/suppliers, including in social and human rights management, with an approach based on regulatory compliance. We ensure that throughout 2025, all partners/suppliers have complied with and respected the human rights of their workers. During 2025, the Company did not find any cases of violations or negative impacts on the community by business partners/suppliers. Thus, there were no sanctions in the form of contract termination or cessation of cooperation. [414-1][414-2]

Praktik keamanan terhadap aset dan operasional Prodia dijalankan oleh personel satuan pengamanan (satpam), yang berada di bawah tanggung jawab Fungsi Facility Care. Selama periode pelaporan, ada 207 personel satpam. Kami menerapkan standar sertifikasi pendidikan satpam dari Kepolisian RI, untuk memastikan mereka telah memahami tugas dan tanggung jawab dalam bertugas dengan tetap menghormati HAM. [410-1]

Security practices for Prodia's assets and operations are carried out by security personnel (satpam), who are under the responsibility of the Facility Care Function. During the reporting period, there were 207 security personnel. We apply the Indonesian National Police's security personnel education certification standards to ensure that they understand their duties and responsibilities while respecting human rights. [410-1]

Kebebasan Berserikat dan Perjanjian Kerja Bersama (PKB) [2-30][407-1]

Prodia mendukung kebebasan berserikat dan pembentukan serikat pekerja oleh karyawan. Hingga akhir 2025, ada satu serikat pekerja dengan cakupan keanggotaan mencapai 941 orang atau 26,73% dari seluruh karyawan. Perseroan bersama serikat pekerja telah menyusun dan menetapkan

Freedom of Association and Collective Labor Agreements (CLA) [2-30][407-1]

Prodia supports freedom of association and the formation of labor unions by employees. By the end of 2025, there was one labor union with a membership of 941 people or 26.73% of all employees. The company and the labor union have drafted and established a Collective Labor Agreement (CLA)

Perjanjian Kerja Bersama (PKB) yang melindungi seluruh (100%) karyawan. PKB yang berlaku saat ini adalah PKB Periode Tahun 2022 yang berlaku sampai dengan pelaporan ini.

that protects all (100%) employees. The current CLA is the 2022 Period CLA, which is valid until this reporting period.

Kesetaraan Gender dan Kesempatan, serta Keberagaman [F.18][404-3][405-1][406-1][S-01]

Kami memberikan kesempatan setara kepada setiap karyawan untuk berkarier di Prodia, dengan mempertimbangkan hasil penilaian kinerja, dan mengesampingkan perbedaan gender, suku, agama, ras, afiliasi politik maupun hal-hal diskriminatif lain. Penilaian kinerja dilakukan kepada seluruh (100%) karyawan yang memenuhi persyaratan. Pada 2025, Perseroan telah melakukan penilaian kinerja terhadap 2.853 karyawan dan memberikan promosi jabatan bagi 60 karyawan atau 1,9% dari total karyawan. Penilaian kinerja juga memengaruhi penetapan remunerasi yang diterima karyawan.

Gender Equality and Opportunity, and Diversity

[F.18][404-3][405-1][406-1][S-01]

We provide equal opportunities for all employees to advance their career at Prodia, taking into account performance appraisal results, regardless of gender, ethnicity, religion, race, political affiliation, or other discriminatory factors. Performance appraisals are conducted for all (100%) eligible employees. In 2025, the Company conducted performance evaluations for 2,853 employees and granted promotions to 60 employees, representing 1.9% of the total workforce. Performance assessments also influence the remuneration received by employees.

Prodia memberikan kesempatan luas kepada karyawan perempuan untuk terlibat dalam pengambilan keputusan dan pembuatan kebijakan. Hingga akhir periode pelaporan, jumlah karyawan perempuan mencapai 2.598 orang atau 73,81% dari total karyawan, meningkat dari 2024 sebanyak 2.805 orang. Prodia memiliki 4 perempuan pada jajaran Direktur atau 80% dari total anggota Direksi, serta 2 perempuan pada jajaran Dewan Komisaris atau 40% dari total anggota Dewan Komisaris. Dengan demikian, sepanjang 2025 tidak ada insiden diskriminasi yang terjadi.

Prodia provides ample opportunities for female employees to be involved in decision-making and policy-making. By the end of the reporting period, the number of female employees reached 2,598 people or 73.81% of the total employees, an increase from 2,805 people in 2024. Prodia has 4 women on the Board of Directors or 80% of the total members of the Board of Directors, as well as 2 women on the Board of Commissioners or 40% of the total members of the Board of Commissioners. Therefore, throughout 2025, no incidents of discrimination occurred.



Inisiatif Keberlanjutan atas Penghormatan HAM
Sustainability Initiatives on Human Rights Respect

Perseroan melakukan inisiatif keberlanjutan untuk memperkuat penghormatan HAM sesuai *Sustainability Blueprint* 2024-2030. Beberapa inisiatif dilaksanakan pada Fase I (2024-2025) Peta Jalan Keberlanjutan, antara lain:

1. Menyusun dan melakukan sosialisasi Kebijakan HAM kepada internal maupun eksternal perusahaan, dengan mengkaji *Code of Conduct* dan PKB. Pada 2025, adanya pembaharuan PKB untuk periode 2025-2027 serta sosialisasi kebijakan HAM kepada seluruh Direksi, Komisaris, manajer, karyawan, dan karyawan anak perusahaan.
2. Meningkatkan kapasitas dan pengembangan karier karyawan tanpa diskriminasi. Sebanyak 80% karyawan telah mengikuti pelatihan dan pendidikan pengembangan karier selama 20 jam untuk karyawan non-tenaga kesehatan/nakes dan 30 jam untuk nakes. Realisasi pada 2025: 33,03 jam.
3. Memasukkan aspek persamaan dan kesetaraan (pendidikan, gender dan kesehatan, termasuk bagi penyandang disabilitas) pada panduan rekrutmen maupun peningkatan karier karyawan. Pada 2025, Prodia menegakkan prinsip kesetaraan dalam rekrutmen dan pengembangan karier, dengan seleksi berbasis kompetensi, keterampilan, dan sikap (KSA) tanpa memandang SARA, sehingga setiap kandidat memiliki kesempatan yang sama dan dinilai secara objektif.
4. Mengembangankan keberagaman karyawan dengan menyusun kebijakan keberagaman di tempat kerja. Pada 2025, Prodia telah mengembangkan kebijakan keberagaman yang mencakup proses rekrutmen tanpa diskriminasi, memastikan setiap karyawan diperlakukan setara, dan memberikan kesempatan pengembangan karier yang sama melalui pelatihan dan penilaian kinerja.

The Company implements sustainability initiatives to strengthen respect for human rights in accordance with the 2024-2030 Sustainability Blueprint. Several initiatives are carried out in Phase I (2024-2025) of the Sustainability Roadmap, including:

1. Formulating and disseminating the Human Rights Policy to internal and external parties, by reviewing the Code of Conduct and CLA. In 2025, there was a renewal of the CLA for the 2025-2027 period and dissemination of the human rights policy to all directors, commissioners, managers, employees, and employees of subsidiaries.
2. Improving employee capacity and career development without discrimination. 80% of employees have participated in career development training and education for 20 hours for non-health employees and 30 hours for health employees. Realization in 2025: 33.03 hours.
3. Incorporating aspects of equality and equity (education, gender and health, including for persons with disabilities) into employee recruitment and career advancement guidelines. In 2025, Prodia upheld the principle of equality in recruitment and career development, with selection based on competencies, skills, and attitude (KSA) regardless of ethnicity, religion, or background, ensuring all candidates have equal opportunities and are evaluated objectively.
4. Promoting employee diversity by formulating a diversity policy in the workplace. In 2025, Prodia has developed a diversity policy that includes a non-discriminatory recruitment process, ensuring equal treatment for every employee, and providing equal career development opportunities through training and performance appraisals.

Pelatihan dan Pengembangan Kemampuan Pekerja [F.22][404-1][404-2][S-05]
Employee Training and Competency Development

Prodia meyakini bahwa keberlanjutan perusahaan hanya dapat dicapai melalui pengembangan manusia yang berkelanjutan. Karyawan dipandang sebagai aset strategis yang berperan penting dalam menjaga kualitas layanan kesehatan, memperkuat ketahanan bisnis, serta menciptakan dampak positif bagi masyarakat dan lingkungan. Oleh karena itu, strategi pelatihan dan pengembangan dirancang tidak hanya untuk memenuhi kebutuhan operasional, tetapi juga untuk mendukung agenda LST secara menyeluruh.

Prodia believes that the company's sustainability can only be achieved through sustainable human resources development. Employees are considered as strategic assets who play an important role in maintaining the quality of healthcare services, strengthening business resilience, and creating a positive impact on society and the environment. Therefore, the training and development strategy is designed not only to meet operational needs but also to support the overall ESG agenda.

Sepanjang 2025, Prodia melalui Prodia Corporate University (ProU) menyelenggarakan sebanyak 545 program pelatihan, yang terdiri dari 77% *hard skill* dan 23% *soft skill*, dengan total 107.800 jam pelatihan. Program tersebut diikuti oleh 3.264 karyawan, sehingga rata-rata jam pelatihan per peserta mencapai 33,03 jam/orang. Seluruh program dilaksanakan dengan prinsip kesetaraan kesempatan, inklusivitas, serta kepatuhan terhadap Kebijakan Perlindungan terhadap Pelecehan, Non-Diskriminasi, Hak Asasi Manusia, dan Larangan Pekerja Anak.

Throughout 2025, Prodia through Prodia Corporate University (ProU), conducted a total of 545 training programs, comprising 77% hard skills and 23% soft skills, totaling 107,800 training hours. These programs were attended by 3,264 employees, resulting in an average of 33.03 training hours per participant. All programs were implemented based on the principles of equal opportunity, inclusiveness, and compliance with the Policy on Protection against Harassment, Non-Discrimination, Human Rights, and Prohibition of Child Labor.

Jumlah Jam Pelatihan Berdasarkan Gender
Total Training Hours Based on Gender

Tahun | Year	**Laki-laki** | Male		**Perempuan** | Female		**Jumlah** | Total	
	Jumlah | Total	**%**	**Jumlah** | Total	**%**	**Jumlah** | Total	**%**
2025	25.142	23,32	82.658	76,68	107.800	100,00
2024	25.018	20,69	94.565	78,20	120.923	100,00
2023	24.035	23,63	77.691	76,37	101.726	100,00

Rerata Jumlah Jam Pelatihan per Total Karyawan [S-05]
Average of Total Training Hours per Total Employees

Uraian | Description	**Satuan** | Unit	**2025**	**2024**	**2023**
Jumlah Jam Pelatihan | Total Training Hours	Jam | Hours	107.800	120.923	101.791
Jumlah Karyawan | Total Employees	Orang | People	3.264	3.799	3.734
Rerata Jam Pelatihan per Total Karyawan Average Training Hours per Total Employees	Jam/Orang Hours/Person	33,03	31,83	27,26

Program Pelatihan
Training Program

Penguatan Kompetensi Tenaga Kesehatan

Sebagai perusahaan layanan kesehatan, Prodia menempatkan keberlanjutan kualitas layanan sebagai prioritas utama. Sepanjang 2025, Prodia menyelenggarakan 94 pelatihan klinis dan laboratorium, yang menjangkau lebih dari 2.000 tenaga kesehatan yang ada di Perseroan. Materi pelatihan mencakup pembaruan standar prosedur klinis, peningkatan akurasi pemeriksaan laboratorium, pemahaman regulasi kesehatan, serta penerapan praktik kerja aman dan pengendalian risiko.

Strengthening the Competence of Healthcare Personnel

As a healthcare service company, Prodia prioritizes the sustainability of service quality. Throughout 2025, Prodia conducted 94 clinical and laboratory training sessions, reaching more than 2,000 healthcare professionals within the Company. The training covered updates on clinical procedures, improving laboratory test accuracy, understanding health regulations, and implementing safe work practices and risk control.

Pengembangan Kepemimpinan dan *Talent Sustainability* [E.2][2-17]

Prodia menyadari bahwa keberlanjutan organisasi sangat bergantung pada kesiapan pemimpin masa depan. Pada 2025, Prodia memperkuat kapabilitas strategis dan kepemimpinan melalui berbagai pelatihan seperti *Business Model Canvas, Value-Based Laboratory Medicine*, serta *workshop* bisnis dan inovasi. Prodia terus menyelenggarakan *Talent Acceleration Program* (TAP) untuk mempersiapkan talent Perseroan atas kompetensi dan pengembangan yang dibutuhkan dengan pemberian modul terkait *Business Acumen*, *Innovation Series*, *Digital Transformational Leadership*, *Coaching & Mentoring*, serta *Executive Exposure*. Sejak dimulai pada 2020 hingga 2025, TAP telah meluluskan 179 alumni, dengan 20,11% di antaranya menempati peran strategis atau memperoleh promosi. Program ini berperan dalam membangun pipeline kepemimpinan berkelanjutan yang selaras dengan nilai, etika, dan strategi jangka panjang perusahaan.

Leadership Development and Talent Sustainability [E.2][2-17]

Prodia recognizes that organizational sustainability is highly dependent on the readiness of future leaders. In 2025, Prodia strengthened its strategic capabilities and leadership through various training programs such as Business Model Canvas, Value-Based Laboratory Medicine, as well as business and innovation workshops. Prodia continues to implement the Talent Acceleration Program (TAP) to prepare the Company's talents with the competencies and development required, through modules on Business Acumen, Innovation Series, Digital Transformational Leadership, Coaching & Mentoring, and Executive Exposure. Since its inception in 2020 until 2025, TAP has graduated 179 alumni, with 20.11% of them occupying strategic roles or receiving promotions. This program plays a role in building a sustainable leadership pipeline that is aligned with the company's values, ethics, and long-term strategy.

Transformasi Digital dan Penguatan Literasi Teknologi

Dalam menghadapi percepatan transformasi digital, Prodia memperkuat literasi teknologi karyawan melalui *Data & Digital Webinar Series*.

Digital Transformation and Strengthening Technology Literacy

In facing the acceleration of digital transformation, Prodia strengthens employee technology literacy through the Data & Digital Webinar Series.

Sepanjang 2025, diselenggarakan 10 jam pelatihan digital dengan materi *Artificial Intelligence* (AI) *Ethics*, *AI Awareness*, *Business Analytics*, IT *Security*, *Data Flow*, dan *Data Management*. Program ini mendukung penerapan teknologi yang aman, etis, dan bertanggung jawab, sekaligus memperkuat tata kelola perusahaan di era digital.

Throughout 2025, Throughout 2025, 10 hours of digital training were conducted covering Artificial Intelligence (AI) Ethics, AI Awareness, Business Analytics, IT Security, Data Flow, and Data Management. This program supports the safe, ethical, and responsible application of technology, while strengthening corporate governance in the digital era.

Pengembangan Kapabilitas Bisnis Berkelanjutan

Pada 2025, Prodia menyelenggarakan 9 sesi pelatihan untuk membekali peserta dengan pemahaman mendalam mengenai kebutuhan pelanggan, dinamika pasar, serta strategi pengembangan cabang yang berorientasi jangka panjang. Selain itu, Prodia melanjutkan program *I Am Marketer*, sebuah inisiatif kolaboratif yang mendorong karyawan berperan aktif dalam mengedukasi masyarakat mengenai manfaat layanan kesehatan Prodia.

Sustainable Business Capability Development

In 2025, Prodia held 9 training sessions to equip participants with an in-depth understanding of customer needs, market dynamics, and long-term branch development strategies. In addition, Prodia continued the I Am Marketer program, a collaborative initiative that encourages employees to play an active role in educating the public about the benefits of Prodia's healthcare services.

Budaya Keberlanjutan, Kepatuhan, dan Etika Kerja

Prodia mengintegrasikan prinsip keberlanjutan dalam budaya kerja melalui pelaksanaan *training mandatory* bagi seluruh karyawan, yang mencakup sistem manajemen keamanan informasi (SMKI), K3, pengendalian pencegahan infeksi, serta CS Prodia Way. Penguatan nilai perusahaan dilakukan melalui program *Refreshment* 7 Falsafah Prodia di *Learning Management System* (LMS) ProU, dengan tujuan untuk memastikan nilai integritas, keberlanjutan, dan pelayanan prima diterapkan secara konsisten dalam setiap aktivitas kerja. Sebagai bagian dari komitmen lingkungan, Prodia mengaktifkan 200 *Eco Champions* sebagai agen perubahan dalam penerapan praktik kerja ramah lingkungan di unit kerja masing-masing.

Culture of Sustainability, Compliance, and Work Ethics

Prodia integrates sustainability principles into its work culture through mandatory training for all employees, covering information security management systems (ISMS), occupational health and safety (OHS), infection control, and the CS Prodia Way. The company's values are further embedded through the Refreshment program of 7 Prodia Philosophy in the ProU Learning Management System (LMS), aiming to ensure that the values of integrity, sustainability, and service excellence are consistently applied in every work activity. As part of its environmental commitment, Prodia has activated 200 Eco Champions as agents of change in the implementation of environmentally friendly work practices in their respective work units.

Keterlibatan Karyawan
Employee Engagement

Prodia berkomitmen menciptakan karyawan yang sehat dan seimbang melalui pendekatan *Employee Wholeness*. Sepanjang 2025, diselenggarakan 23 kegiatan *employee engagement*, yang diikuti oleh seluruh karyawan. Program ini mencakup kesehatan fisik dan mental, literasi finansial, kebersamaan komunitas kerja, serta persiapan masa pensiun. Inisiatif ini berkontribusi pada peningkatan keterlibatan karyawan, kesejahteraan jangka panjang, serta terciptanya lingkungan kerja yang inklusif dan berkelanjutan.

Prodia is committed to creating healthy and balanced employees through the Employee Wholeness approach. Throughout 2025, we held 23 employee engagement activities, which were attended by all employees. This program covers physical and mental health, financial literacy, work community togetherness, and retirement preparation. This initiative contributes to increased employee engagement, long-term well-being, and the creation of an inclusive and sustainable work environment.

Inisiatif Keberlanjutan untuk Peningkatan Kompetensi
Sustainability Initiatives for Competency Improvement

Sesuai Peta Jalan Keberlanjutan dalam *Sustainability Blueprint* 2024-2030, kami melakukan inisiatif untuk peningkatan kapasitas, kapabilitas, dan kompetensi karyawan. Beberapa inisiatif dilaksanakan pada Fase I (2024-2025) Peta Jalan Keberlanjutan:

1. Menetapkan target 80% petugas tenaga kesehatan Prodia memiliki jam belajar 30 jam/tahun; 90% Dokter CS/Dokter Umum Prodia mengikuti pelatihan; pelatihan bagi petugas dengan kompetensi khusus mendukung Prodia *Home Service* (Mobile HR & *Home Service Phlebotomist*). Dilaksanakan minimal setiap satu kali setahun, dengan realisasi pada 2025 adalah pelatihan *phlebotomy*, bantuan hidup dasar, *e-medical record*, kegawatdaruratan, serta pencegahan dan pengendalian infeksi;

2. Memastikan analis laboratorium memiliki kompetensi yang sesuai standar. Inisiatif dijalankan dengan menetapkan target 100% karyawan di bidang operasi memenuhi pelatihan di tingkat dasar yang tersedia di *Corporate Learning Roadmap* (CLR) dengan realisasi di 2025 mencapai 100% mengikuti *training hard skill* dan *soft skill* dengan rata-rata 33 jam belajar serta mendapatkan 34,5 Satuan Kredit Profesi (SKP) yang juga diterima untuk para dokter dan perawat Prodia;

In accordance with the Sustainability Roadmap in the 2024-2030 Sustainability Blueprint, we are undertaking initiatives to improve the capacity, capabilities, and competencies of our employees. Several initiatives implemented in Phase I (2024-2025) of the Sustainability Roadmap, include:

1. Setting a target of 80% of Prodia healthcare workers (nurses and phlebotomists) attending 30 hours of learning per year; 90% of Prodia CS Doctors/General Practitioners participate in training; training for personnel with special competencies supporting Prodia Home Service (Mobile HR & Home Service Phlebotomist). Implemented at least once a year, with training programs implemented in 2025 covering phlebotomy, basic life support, electronic medical records, emergency care, as well as infection prevention and control;
2. Ensuring laboratory analysts have competencies that meet standards. The initiative is carried out by setting a target of 100% of operations employees complete basic training available in the Corporate Learning Roadmap (CLR), with 100% implementation in 2025 through participation in both hard skill and soft skill training programs, achieving an average of 33 learning hours and earning 34.5 Employee Performance Targets (SKP), which also apply to Prodia's doctors and nurses.

3. Memberikan kesempatan bagi karyawan untuk melanjutkan pendidikan melalui program seleksi beasiswa, *soft loan*, serta bantuan biaya penelitian. Pada 2025 Prodia memberikan program beasiswa S2 Program Studi Farmasi Klinik sebanyak 3 orang dan S2 Program Studi Manajemen untuk 1 orang.

3. Providing opportunities for employees to continue their education through scholarship selection programs, soft loans, and research cost assistance. In 2025, Prodia awarded scholarship for 3 people in the Clinical Pharmacy Master's Program and 1 person in the Management Master's Program.

Program Pensiun bagi Karyawan [201-3][404-2]
Employee Retirement Program

Prodia memberikan program dana pensiun yang dikelola oleh pihak ketiga sebagai bagian dari strategi Perseroan dalam menciptakan hubungan kerja yang harmonis. Sebagai bentuk penghargaan atas pengalaman dan dedikasi selama masa kerja, Perseroan juga memberikan kesempatan bagi pekerja yang memasuki usia pensiun untuk tetap berkontribusi sesuai kebutuhan. Selain itu, Perseroan memastikan bahwa setiap karyawan yang akan pensiun memperoleh hak-haknya, termasuk pesangon sesuai ketentuan yang berlaku. Prodia juga menyertakan karyawan dalam Program Jaminan Hari Tua (JHT) dan Jaminan Pensiun (JP) dari BPJS Ketenagakerjaan, dengan iuran yang dibayarkan bersama oleh karyawan dan Perseroan sesuai PP No. 84 Tahun 2013, masing-masing 3,7% dari Perseroan dan 2% dari pekerja untuk JHT, serta 2% dari Perseroan dan 1% dari pekerja untuk JP. Pengelolaan dana iuran dan pembayaran manfaat sepenuhnya menjadi tanggung jawab BPJS Ketenagakerjaan, sehingga Laporan ini tidak menyajikan informasi terkait Rasio Kecukupan Dana (RKD).

Prodia provides a pension fund program managed by a third party as part of the Company's strategy to create harmonious working relationships. As a token of appreciation for their experience and dedication during their tenure, the Company also provides opportunities for those who reach retirement age to continue contributing where necessary. In addition, the Company ensures that all retiring employees receive their entitled benefits, including severance pay in accordance with applicable regulations. Prodia also includes employees in the Old Age Security Program (JHT) and Pension Security Program (JP) from BPJS Ketenagakerjaan, with contributions paid jointly by employees and the Company in accordance with PP No. 84 of 2013, 3.7% from the Company and 2% from employees for JHT, and 2% from the Company and 1% from employees for JP. BPJS Ketenagakerjaan is responsible for the management of contribution funds and benefit disbursement; therefore this Report does not present information related to the Fund Adequacy Ratio (RKD).

Sesuai Peta Jalan Keberlanjutan, Perseroan menyediakan program persiapan pensiun, yaitu Prodia *Pre-Retirement* sebagai program untuk membantu Insan Prodia mempersiapkan masa pensiun dengan baik, dimulai dari tiga tahun sebelum masa pensiun. Pada 2025, Prodia telah menyelenggarakan program persiapan pensiun bagi 214 karyawan yang akan memasuki masa purnabakti dalam lima tahun ke depan.

In accordance with the Sustainability Roadmap, the Company provides a retirement preparation program, called Prodia Pre-Retirement, to help Prodia employees prepare well for retirement, starting three years before retirement. In 2025, Prodia has organized a retirement preparation program for 214 employees who will retire in the next five years.

Keselamatan dan Kesehatan Pelanggan
Customer Health and Safety

Dampak Produk/Jasa dan Evaluasi Keamanan Pelanggan [F.27][F.28][416-1][416-2]
Impact of Products/Services and Customer Safety Evaluation

Kami memberikan pelayanan dan mencegah insiden dengan memperhatikan kenyamanan, keselamatan, dan kesehatan pelanggan/pengunjung yang mencakup semua aspek laboratorium maupun klinik, mulai dari pengambilan sampel (pra-analitik) hingga penyerahan hasil (pascaanalitik). Selama 2025, tidak terdapat insiden ketidakpatuhan atas pengelolaan dampak keselamatan dan kesehatan layanan.

We provide services and prevent incidents by paying attention to the comfort, safety, and health of customers/visitors, covering all aspects of the laboratory and clinic, from sample collection (pre-analytical) to the delivery of results (post-analytical). During 2025, there were no incidents of non-compliance with the management of the safety and health impacts of services.

Prodia memiliki *Integrated Management System* (IMS) dan *Technical Quality Assurance* (TQA) yang bertugas memastikan standar prosedur operasi (SOP) diterapkan menyeluruh, dan memastikan setiap kantor cabang mematuhi standar ISO 9001:2018 dan ISO 15189. Kami melakukan berbagai upaya untuk memberikan nilai unggul dengan tetap mengutamakan keamanan dan keselamatan pelanggan/pengunjung, di antaranya regenerasi alat, pemeliharaan alat, kalibrasi alat ukur, *quality control* (QC), *interfacing* alat, serta pelatihan.

Prodia has an Integrated Management System (IMS) and Technical Quality Assurance (TQA) that are tasked with ensuring that standard operating procedures (SOPs) are implemented thoroughly and that each branch office complies with ISO 9001:2018 and ISO 15189 standards. We make various efforts to provide superior value while prioritizing the safety and security of customers/visitors, including equipment regeneration, equipment maintenance, measuring equipment calibration, quality control (QC), equipment interfacing, and training.

Secara berkala, Perseroan melakukan evaluasi dan memeriksa keamanan seluruh (100%) fasilitas dan peralatan, serta memastikan program audit mutu internal dan eksternal dari badan sertifikasi/akreditasi terlaksana.

The Company periodically evaluates and inspects the safety of all (100%) facilities and equipment, and ensures that internal and external quality audit programs from certification/accreditation bodies are carried out.

Berdasarkan evaluasi dan pemeriksaan keamanan yang dilakukan pada 60 *outlet* yang diperiksa di 2025, evaluasi menunjukkan adanya beberapa area yang menjadi prioritas peningkatan, dan seluruhnya telah diarahkan ke program perbaikan berkelanjutan Perseroan. Seluruh temuan dari audit eksternal yang dilakukan lembaga sertifikasi dan akreditasi telah dapat diselesaikan dengan baik, serta mampu meningkatkan sistem manajemen mutu di seluruh *outlet*.

The results of safety evaluations and inspections conducted at 60 outlets in 2025, revealed several priority areas that require improvement, all of which have been directed to the Company's continuous improvement program. All findings from external audits conducted by certification and accreditation bodies have been properly resolved, and managed to enhance the quality management system across all outlets.

Layanan Setara kepada Pelanggan [F.17]
Equal Service to Customers

Selama 2025, Prodia menerima 2,79 juta kunjungan pelanggan/pengunjung, meningkat dari 2024 sebesar 2,77 juta kunjungan pelanggan/pengunjung. Kami melayani semua pelanggan dengan setara untuk segala kelompok usia, gender, dan berbagai kalangan. Prodia melengkapi fasilitas pendukung untuk melayani pelanggan/pengunjung sesuai kondisi mereka:

1. Prodia *Health Care*, Prodia Lab dan Klinik, memberikan pelayanan kesehatan kepada seluruh pelanggan secara general, baik untuk kebutuhan laboratorium maupun klinik;
2. Prodia *Children Health Centre*, memberikan pelayanan dan pemeriksaan yang dikhususkan untuk pelanggan anak usia neonatus (0-4 minggu) hingga usia remaja (18 tahun);
3. Prodia *Women's Health Centre*, memberikan pelayanan dan pemeriksaan yang dikhususkan untuk pelanggan Wanita;
4. Prodia *Senior Health Centre*, memberikan pelayanan dan pemeriksaan yang dikhususkan untuk pelanggan *middle age* dan senior.

Kantor cabang utama telah dilengkapi fasilitas pendukung bagi penyandang disabilitas, mulai dari ketersediaan kursi roda, *ramp*, lift, serta toilet dengan tombol darurat. Pelanggan yang memiliki keterbatasan hadir ke kantor cabang juga mendapatkan layanan *home service* oleh *phlebotomist* untuk kebutuhan laboratorium serta *home care* oleh dokter dan perawat untuk kebutuhan klinik. Selama 2025, ada 148 ribu pelanggan mendapatkan layanan *home service*.

During 2025, Prodia received 2,79 million customer/visitor visits, an increase from 2.77 million customer/visitor visits in 2024. We serve all customers equally, regardless of age, gender, or background. Prodia provides supporting facilities to serve customers/visitors according to their conditions:

1. Prodia Health Care, Prodia Lab and Clinic, provide general health services to all customers, both for laboratory and clinical needs;
2. Prodia Children Health Center, provides services and examinations specifically for customers ranging from neonates (0-4 weeks) to adolescents (18 years old);
3. Prodia Women's Health Center, provides services and examinations specifically for female customers;
4. Prodia Senior Health Center, provides services and examinations specifically for middle-aged and senior customers.

The main branch offices are equipped with supporting facilities for people with disabilities, including wheelchairs, ramps, elevators, and toilets with emergency buttons. Customers with mobility limitations to go the branch office can get home service by phlebotomists for laboratory needs and home care by doctors and nurses for clinical needs. During 2025, 148 thousands customers received home service.



Pemasaran, Pelabelan, dan Kepatuhan [417-1][417-2][417-3]
Marketing, Labeling, and Compliance

Prodia membangun *omnichannel* dan *personalized marketing communication* melalui *social media management* yang terstruktur sesuai kebutuhan pelanggan. Strategi yang dilakukan adalah dengan pemasaran digital melalui situs Perseroan: www.prodia.co.id sebagai kanal utama untuk mempublikasikan informasi, sekaligus memasarkan produk dan layanan.

Prodia builds omnichannel and personalized marketing communication through structured social media management tailored to customer needs. The strategy is carried out through digital marketing via the Company's website: www.prodia.co.id as the main channel for publishing information, as well as marketing products and services.

Kontak Prodia
Contact Prodia

- Call Center: 1500 830 (04.00-22.00 WIB)
- WhatsApp: 0855 1500 830 (24/7)
- Telegram: @prodia.id (24/7)
- Email: info@prodia.co.id (24/7)
- Aplikasi | Application: U by Prodia

Media Sosial
Social Media

- **Instagram: @prodia_lab**
- **X: @prodia_lab**
- **Website: www.prodia.co.id**
- **TikTok: @prodia_lab**
- **LinkedIn: PT Prodia Widyausaha Tbk**

Kegiatan pemasaran dilaksanakan dengan memperhatikan regulasi yang berlaku, di antaranya Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen, serta Etika Pariwara Indonesia dari Dewan Periklanan Indonesia. Selama 2025, Prodia tidak pernah mendapatkan sanksi karena sangkaan ketidakpatuhan penyampaian informasi maupun komunikasi pemasaran. Bentuk komunikasi pemasaran yang dijalankan Prodia adalah *scientific marketing*, yakni promosi kesehatan melalui edukasi kepada pelanggan melalui kanal komunikasi Perseroan seperti Youtube, Instagram, *podcast*, serta acara Prodia *Healthy & Fun with Community* (PHFC).

Marketing activities are carried out in compliance with applicable regulations, including Law No. 8 of 1999 concerning Consumer Protection, as well as the Indonesian Advertising Ethics from the Indonesian Advertising Council. During 2025, Prodia never received sanctions for alleged non-compliance in the delivery of information or marketing communications. The form of marketing communication carried out by Prodia is scientific marketing, which is health promotion through education to customers via the Company's communication channels such as YouTube, Instagram, podcasts, and the Prodia Healthy & Fun with Community (PHFC) event.



Inisiatif Keberlanjutan bagi Keselamatan dan Kesehatan Pelanggan/Pengunjung
Sustainability Initiatives for Customer/Visitor Health and Safety

Perseroan melakukan sejumlah inisiatif keberlanjutan untuk memperkuat pengelolaan keselamatan dan kesehatan pelanggan/pengunjung sesuai *Sustainability Blueprint* 2024-2030. Inisiatif yang dilaksanakan pada Fase I (2024-2025) telah terintegrasi dengan inisiatif keberlanjutan untuk memperkuat pengelolaan K3 dan disampaikan di halaman 127 Laporan ini.

The Company has implemented a number of sustainability initiatives to strengthen the management of customer/visitor safety and health in accordance with the 2024-2030 Sustainability Blueprint. The initiatives implemented in Phase I (2024-2025) have been integrated with sustainability initiatives to strengthen OHS management and are presented on page 127 of this report.

Menciptakan Lingkungan Kerja Layak dan Aman [F.21]
Creating a Decent and Safe Working Environment

Prodia menciptakan lingkungan kerja layak, aman, dan sehat melalui penerapan keselamatan dan kesehatan kerja (K3) sesuai dengan Kebijakan K3 Perseroan.

Prodia creates a decent, safe, and healthy work environment through the implementation of occupational health and safety (OHS) in accordance with the Company's OHS Policy.

Manajemen K3 dan Cakupan terhadap Pekerja [403-1][403-8][S-11]
OHS Management and Coverage of Employees

Pengelolaan K3 di Kantor Pusat menjadi tanggung jawab Facility Care – HSE Specialist, sedangkan penanggung jawab di cabang adalah Human Resources and General Affair Manager (HRGAM) dan Regional Operation Manager (ROM). Pengelolaan K3 dijalankan sesuai Manual Sistem Manajemen Proses Keselamatan dan Kesehatan Kerja di Fasilitas Layanan Kesehatan (SMK3 Fasyankes). Manual ini menjadi pedoman seluruh karyawan dan pekerja pemasok/vendor. Pengelolaan K3 juga mengacu pada Peraturan Menteri Tenaga Kerja No. PER.05/MEN/1996; Peraturan Menteri Kesehatan (Permenkes) No. 411/Menkes/PER/111/2010; dan Permenkes No. 52 Tahun 2018.

OHS management at the Head Office is the responsibility of the Facility Care – HSE Specialist, while the Human Resources and General Affairs Manager (HRGAM) and the Regional Operations Manager (ROM) are the persons in charge at the branches. OHS management is carried out in accordance with the Occupational Health and Safety Management System Manual for Healthcare Service Facilities (SMK3 Fasyankes). This manual serves as a guideline for all employees and supplier/vendor workers. OHS management also refers to Minister of Manpower Regulation No. PER.05/MEN/1996; Minister of Health Regulation (Permenkes) No. 411/Menkes/PER/111/2010; and Permenkes No. 52 of 2018.

Pengelolaan K3 dievaluasi berkala oleh pihak eksternal, di antaranya melalui *Surveillance* ISO 45001:2018. Berdasarkan evaluasi pada 2025, diperoleh hasil pengelolaan K3 di Perseroan termasuk dalam kategori Baik. Selain itu, Prodia telah menerima sertifikat SMK3 dari Kementerian Ketenagakerjaan dengan hasil 90,96% ('Sangat Baik') untuk kategori tingkat lanjutan (166 kriteria) yang berlaku hingga 2026.

OHS management is periodically evaluated by external parties, including through ISO 45001:2018 Surveillance. Based on the 2025 evaluation, the Company's OHS management was categorized as Good. In addition, Prodia has received an OHSMS certificate from the Ministry of Manpower with a score of 90.96% ("Very Good") for the advanced level category (166 criteria), valid through 2026.

Identifikasi Bahaya, Penilaian Risiko, Investigasi Insiden, serta Promosi Kesehatan Kerja [403-2][403-3][403-6]

Hazard Identification, Risk Assessment, Incident Investigation, and Occupational Health Promotion

Prodia menerapkan kesehatan industri (*hygiene industry*) untuk mengidentifikasi, mengevaluasi, dan mengendalikan hal-hal yang berpotensi membahayakan kesehatan karyawan di tempat kerja. Prodia juga telah melakukan identifikasi risiko terkait K3 berdasarkan *Hazard Identification, Risk Assessment & Determining Control* (HIRADC) beserta mitigasinya. Kami juga menerapkan pencegahan dan mitigasi dampak K3 pada rantai pasok melalui Pedoman Seleksi dan Penilaian Calon Pemasok Barang & Jasa. Dalam pedoman tersebut, diatur aspek K3, di antaranya perlengkapan alat pelindung diri (APD); perizinan Perusahaan Jasa Keselamatan dan Kesehatan Kerja; memiliki personel bersertifikat K3 sesuai bidang pekerjaannya; serta mampu menjaga keamanan, keselamatan, dan kesehatan kerja. Pada 2025, ada 1.338 pemasok dalam rantai pasok Prodia. Seluruh (100%) pemasok telah memenuhi kualifikasi yang ditentukan, termasuk terkait K3. [414-1]

Prodia implements industrial hygiene to identify, evaluate, and control potential hazards to employee health in the workplace. Prodia has also identified OHS risks based on Hazard Identification, Risk Assessment & Determining Control (HIRADC) and their mitigation. We also implement OHS impact prevention and mitigation in the supply chain through the Guidelines for the Selection and Assessment of Prospective Suppliers of Goods & Services. These guidelines regulate OHS aspects, including personal protective equipment (PPE); Occupational Health and Safety Service Company licensing; having OHS-certified personnel in accordance with their field of work; and being able to maintain occupational safety, security, and health. By 2025, there will be 1,338 suppliers in Prodia's supply chain. All suppliers (100%) have met the established qualification requirements, including those related to OHS. [414-1]



Risiko, Bahaya, dan Mitigasinya [403-2][403-7]
Risks, Hazards, and Their Mitigation

No.	Risiko yang Ditimbulkan Risks Involved	Mitigasi dan Mekanisme Pengendalian Mitigation and Control Mechanism
Ergonomi | Ergonomic		
1.	Risiko cedera di kantor dan berkurangnya produktivitas. Risk of injury in the office and reduced productivity.	1. Mengganti kursi atau *keyboard* yang lebih nyaman. 2. Mengenalkan alat yang dapat mengurangi tugas berulang, seperti *Pneumatic Tube System*. 3. Mengimplementasikan Prosedur Operasi Baku Penataan Fasilitas Kerja yang ergonomis. 4. Membatasi durasi pekerjaan tertentu. 5. Melakukan pengukuran risiko ergonomi menggunakan metode *Rapid Entire Body Assessment* (REBA), minimal satu kali setahun. 1. Change to a more comfortable chair or keyboard. 2. Introducing tools that can reduce repetitive tasks, such as the Pneumatic Tube System. 3. Implement Standard Operating Procedures for Ergonomic Work Facility Arrangement. 4. Limiting the duration of certain jobs. 5. Conduct ergonomic risk measurement using the Rapid Entire Body Assessment (REBA) method, at least once a year.
2.	Risiko kebakaran atau situasi darurat lainnya. Risk of fire or emergency situations.	1. Menyediakan alat pelindung diri dan memasang alat pemadam api ringan (APAR). 2. Melakukan pemeriksaan lingkungan kerja secara berkala melalui lembaga yang berkompeten, seperti Balai K3 serta *Hygiene* Perusahaan Ergonomi dan Kesehatan (Hiperkes). 3. Melaksanakan sosialisasi dan latihan tanggap darurat, penggunaan APAR, serta manajemen bencana. 4. Menyelenggarakan pemeriksaan dan inspeksi berkala terhadap sarana dan prasarana gedung. 1. Providing personal protective equipment and installing portable fire extinguishers (APAR). 2. Conducting regular workplace inspections through competent agencies, such as the Occupational Health and Safety Institute and Ergonomics and Health Hygiene (Hiperkes). 3. Implementing awareness campaigns and emergency response training, including the use of portable fire extinguishers and disaster management. 4. Organizing regular inspections and assessments of the building's facilities and infrastructure.
Kualitas Udara dalam Ruangan | Indoor Air Quality		
1.	Risiko kesehatan jangka panjang karena kontaminan udara. Long-term health risks due to air contaminants.	1. Memastikan bahwa kantor telah memiliki ventilasi udara yang memadai. 2. Memiliki sistem penyaringan udara yang efektif. 3. Melakukan pengujian lingkungan kerja untuk memastikan tidak ada paparan kondisi lingkungan yang berbahaya, seperti cahaya, suhu, dan kebisingan. 1. Ensuring that the office has adequate ventilation. 2. Having an effective air filtration system. 3. Conducting workplace environmental testing to ensure there is no exposure to hazardous environmental conditions, such as light, temperature, and noise.
2.	Risiko peningkatan absensi karyawan karena masalah pernafasan. Risk of increased employee absenteeism due to respiratory problems.	
Paparan Kimia dan Biologis | Chemical and Biological Exposure		
1.	Risiko kerusakan kulit dan tubuh karena bahan kimia. Risk of skin and body damage due to chemicals.	1. Melakukan sosialisasi karyawan untuk menjaga kebersihan pribadi. 2. Menggunakan APD untuk pekerjaan yang ditentukan. 3. Melakukan perawatan alat dengan baik secara rutin. 4. Melakukan pemisahan pembuangan limbah biologis dan medis. 5. Menerapkan isolasi bagi karyawan yang terkena paparan biologis.

No.	Risiko yang Ditimbulkan Risks Involved	Mitigasi dan Mekanisme Pengendalian Mitigation and Control Mechanism
2.	Risiko kesehatan karena limbah biologis dan medis. Health risks due to biological and medical waste.	1. Conducting employee awareness programs to maintain personal hygiene. 2. Using personal protective equipment (PPE) for designated tasks. 3. Regularly maintaining equipment properly. 4. Separating the disposal of biological and medical waste. 5. Implementing isolation for employees exposed to biological hazards.
3.	Radiasi. Radiation.	1. Menggunakan APD yang tepat bagi karyawan yang bekerja dekat dengan radiologi diagnostik. 2. Melakukan pengukuran paparan radiasi di area radiologi. 1. Using appropriate personal protective equipment (PPE) for employees working near diagnostic radiology. 2. Measuring radiation exposure in the radiology area.

Kami memiliki mekanisme bagi karyawan untuk melaporkan tindakan dan/atau kondisi tidak aman, serta insiden lingkungan yang bisa menjadi sumber bahaya. Laporan disampaikan kepada penanggung jawab K3 untuk ditindaklanjuti segera. Selama 2025, kami tidak menerima laporan atas sumber bahaya yang mengancam keselamatan maupun kesehatan karyawan.

We have a mechanism for employees to report unsafe actions and/or conditions, as well as environmental incidents that could be a source of hazards. Reports are submitted to the OHS person in charge for immediate follow-up. During 2025, we did not receive any reports on sources of hazards that endangered the safety and health of employees.

Sesuai SMK3 Fasyankes, setiap kejadian K3 ditindaklanjuti dengan investigasi dan perbaikan. Pelaksanaan investigasi diatur dalam PN-K3-PST-015B tentang Analisis dan Pelaporan Kecelakaan Akibat Kerja. Investigasi dilakukan dalam sebuah tim dengan salah satu anggota tim memiliki kompetensi dan memenuhi persyaratan untuk menyelidiki insiden kecelakaan. Selama periode pelaporan, kami telah melakukan investigasi terhadap 31 insiden kecelakaan kerja, dan hasilnya beserta perbaikan yang dilakukan telah dilaporkan kepada Direksi maupun pihak-pihak berwenang sesuai ketentuan.

In accordance with SMK3 Fasyankes, every OHS incident is followed up with an investigation and corrective action. The implementation of investigations is stipulated in PN-K3-PST-015B concerning the Analysis and Reporting of Work Accidents. Investigations are conducted by a team, with one member possessing the competence and meeting the requirements to investigate work accidents. During the reporting period, we investigated 31 incidents of work accidents, and the results and improvements made have been reported to the Board of Directors and the authorities in accordance with the provisions.

Perseroan juga melakukan pemeriksaan kesehatan bagi karyawan dan anggota keluarganya melalui "Kartu Keluarga Prodia". Selain itu, ada beberapa program kesehatan, seperti *preventif* (pencegahan), *promotif* (promosi), dan edukatif guna meminimalkan risiko gangguan kesehatan pekerja dan keluarganya. Di 2025, kami juga menyelenggarakan kegiatan promosi yang bersifat sukarela untuk mendukung program pemerintah, seperti kegiatan donor darah, pemeriksaan kesehatan gratis, serta penyaluran bantuan kemanusiaan bagi masyarakat terdampak bencana alam.

The Company also conducts health checks for employees and their family members through the "Prodia Family Card". We also carry out several health programs, such as preventive, promotive, and educational programs to minimize the risk of health problems for employees and their families. In 2025, we organized voluntary promotional activities to support government programs, such asb lood donation drives, free health check-ups, and the distribution of humanitarian assistance to communities affected by natural disasters.

Prodia juga telah menyelesaikan Rencana Pengembangan *Facility Care* sejalan dengan Program HCGA "*Elevating Eco Premises & Green Behavior Champion*". Kegiatan yang dijalankan meliputi:

1. *Sustainable Building & Facilities*
   - Melaksanakan renovasi dan relokasi bangunan dengan menggunakan material ramah lingkungan, serta mencapai realisasi 100% atas tiga proyek pada 2025.
   - Menerapkan aplikasi manajemen aset terintegrasi lintas fungsi untuk meningkatkan kinerja pengelolaan aset serta mengurangi proses manual, penggunaan kertas, tanda tangan basah, dan biaya pengiriman dokumen.
2. *Eco Premises Champion*
   - Meningkatkan green behaviour di lingkungan operasional Perseroan, dengan realisasi kinerja efisiensi air, listrik, dan limbah domestik sebesar 81,54% pada 2025.
   - Menerapkan kriteria eco-branch bagi cabang Prodia yang mencakup efisiensi air, listrik, dan limbah domestik, diawali dengan peningkatan awareness dan inisiatif cabang.

Prodia has also completed the Facility Care Development Plan in line with the HCGA Program "Elevating Eco Premises & Green Behavior Champion". The activities carried out include:

1. Sustainable Building & Facilities
   - Carried out building renovations and relocations using environmentally friendly materials, achieving 100% realization of three projects in 2025.
   - Implemented an integrated, cross-functional asset management application to enhance asset management performance while reducing manual processes, paper usage, wet signatures, and document delivery costs.
2. Eco Premises Champion
   - Enhanced green behaviour across the Company's operations, achieving 81.54% performance in water, electricity, and domestic waste efficiency in 2025.
   - Implemented eco-branch criteria for Prodia branches, covering water, electricity, and domestic waste efficiency, beginning with branch-level awareness and initiatives.

Partisipasi, Konsultasi, dan Komunikasi Karyawan terkait K3 [403-4]

Employee Participation, Consultation, and Communication regarding OHS

Prodia menyediakan akses bagi karyawan untuk berpartisipasi, berkonsultasi, maupun berkomunikasi terkait K3. Sepanjang 2025, ada beberapa kegiatan yang dijalankan, yakni:

1. Pembentukan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3), yang beranggotakan 15 orang, terdiri dari 3 orang perwakilan manajemen dan 12 orang perwakilan pekerja.
2. Pelibatan seluruh karyawan dalam membuat kebijakan K3, memberikan saran dan masukan, serta pembuatan *Hazard Identification Risk Assessment and Determining Control* (HIRADC). Mekanisme yang dijalankan di antaranya pelatihan K3 berkala, diskusi antara manajemen dan karyawan, identifikasi risiko melalui HIRADC, serta saluran pelaporan bahaya (*Whistleblowing System*) dan audit internal.

Prodia provides access for employees to participate, consult, and communicate regarding OHS. Throughout 2025, we carried out several activities, namely:

1. Formation of the Occupational Health and Safety Committee (P2K3), consisting of 15 members, including 3 management representatives and 12 employee representatives.
2. Involving all employees in developing OHS policies, providing suggestions and input, and creating Hazard Identification Risk Assessment and Determining Control (HIRADC). The mechanisms implemented include regular OHS training, discussions between management and employees, risk identification through HIRADC, as well as hazard reporting channels (Whistleblowing System) and internal audits.

3. Melakukan analisis risiko dan peluang K3 dan menyampaikan hasilnya dalam Rapat Teknis Manajemen untuk memastikan keefektifan kebijakan dan prosedur K3.
4. Melaksanakan inspeksi K3 secara rutin untuk memantau dan mengevaluasi kondisi lingkungan kerja, memastikan kepatuhan terhadap standar keselamatan, serta mengidentifikasi area yang memerlukan perbaikan.
5. Melaksanakan berbagai sosialisasi K3, antara lain meliputi bantuan hidup dasar dan jantung, Hiperkes, pengelolaan limbah, industri kesehatan, pelatihan Ahli K3, pemadaman kebakaran, dan lainnya.

3. Conducting OHS risk and opportunity analysis and presenting the results at Management Technical Meetings to ensure the effectiveness of OHS policies and procedures.
4. Conducting regular OHS inspections to monitor and evaluate working conditions, ensure compliance with safety standards, and identify areas requiring improvement.
5. Conducting various OHS outreach programs, including basic life and cardiac support, occupational hygiene and ergonomics, waste management, healthcare industry training, certified OHS training, fire safety, and others.

Mekanisme Penanggulangan Keadaan Darurat dan Pelatihan K3 [403-5]

Emergency Response Mechanism and OHS Training

Kami memiliki prosedur penanggulangan untuk mengatasi situasi darurat. Keadaan darurat mencakup bencana alamiah, kegagalan teknis, dan huru-hara. Prosedur penanggulangan keadaan darurat diatur dalam Prosedur Operasi Baku: Sistem Kesiagaan & Penanggulangan Keadaan Darurat. Melalui prosedur ini, kami menerapkan peringatan dini agar karyawan lebih waspada dan mengetahui langkah-langkah yang dilakukan dalam keadaan darurat. Salah satu bentuk penerapan prosedur penanggulangan keadaan darurat adalah melakukan simulasi minimal satu kali dalam setiap tahun. Pada 2025, pelaksanaan simulasi dilakukan di seluruh kantor cabang.

We have response procedures in place to deal with emergency situations, including natural disasters, technical failures, and riots. Emergency response procedures are governed by the Standard Operating Procedures: Emergency Preparedness & Response System. Through these procedures, we implement early warnings so that employees are more alert and aware of the steps to take in an emergency. One form of implementing emergency response procedures is to conduct simulations at least once a year. In 2025, simulations were conducted at all branch offices.

Selain itu, kami juga berupaya untuk menjaga K3 di lingkungan kerja melalui penyelenggaraan berbagai pelatihan. Pada 2025, Perseroan menyelenggarakan sebanyak 39 pelatihan yang diikuti 11.054 peserta. Pelatihan diselenggarakan secara internal maupun eksternal di seluruh cabang Prodia. Materi pelatihan yang diselenggarakan mencakup *Avance Cardiac* dan *Basic Trauma Life Support*, higiene dan ergonomi kerja, pengelolaan limbah, pelatihan daring wajib industri kesehatan, ahli K3, pemadam kebakaran, dan lainnya.

In addition, our effort to maintain occupational health and safety in the workplace is by conducting various training programs. In 2025, the Company conducted 39 OHS training programs, which were attended by 11,054 participants. We organized both internal and external training at all Prodia branches. The training materials delivered covered Advanced Cardiac Life Support and Basic Trauma Life Support, workplace hygiene and ergonomics, waste management, mandatory online training for the healthcare industry, occupational safety and health experts, firefighting, and others.

Kinerja Pengelolaan K3 [403-9][403-10][S-06]
OHS Management Performance

Kami menyertakan seluruh karyawan dan mengharuskan pemasok/vendor mendaftarkan pekerja mereka sebagai peserta Program Jaminan Kecelakaan Kerja (JKK) BPJS Ketenagakerjaan. Melalui kesertaan Program JKK, Prodia memberikan perlindungan atas risiko-risiko kecelakaan dalam hubungan kerja. Selama 2025, tidak ada insiden kecelakaan kerja bersifat fatal maupun penyakit akibat kerja (PAK) yang menyebabkan fatalitas. Namun, tercatat ada 31 kecelakaan kerja yang terjadi dengan frekuensi kecelakaan kerja sebesar 5,99. Statistik kinerja keselamatan kerja disampaikan dalam tabulasi dengan pendekatan penghitungan per 1.000.000 jam kerja orang.

We include all employees and require suppliers/vendors to register their workers as participants in the BPJS Ketenagakerjaan's Work Accident Insurance Program (JKK). Through participation in the JKK Program, Prodia provides protection against the risks of accidents in the workplace. During 2025, there were no fatal work accidents or occupational diseases (PAK) that caused fatalities. However, we recorded 31 work accidents with a frequency of 5.99. Work safety performance statistics are presented in a table using a calculation approach per 1,000,000 man-hours.

Statistik Kinerja K3 [403-9][HC-DY-320a.1]
OHS Performance Statistics

Kategori | Category	2025	2024	2023
Near Miss	0	0	0
Ringan | Light	31	33	17
Sementara Tidak Mampu Bekerja (SMTB) | Temporary Unable to Work	0	0	0
Berat | Heavy	0	0	0
Fatal/Meninggal Dunia | Fatal/Death	0	0	0
Jumlah Kecelakaan | Number of Accidents	31	33	17
Tingkat Keparahan | Severity Rate	0	0	0
Tingkat Frekuensi | Frequency Rate	5,99	5,33	5,27
Total Tingkat Kejadian yang Terekam | Total Recordable Injury Rate (TRIR)	1,75*	1,60	0,80

Keterangan | Notes:
*Peningkatan angka TRIR disebabkan karena adanya penurunan jumlah karyawan.
*The increase in the TRIR figure was due to a decrease in the number of employees.

Inisiatif Keberlanjutan atas Pengelolaan K3 | Sustainability Initiatives for OHS Management

Perseroan melakukan sejumlah inisiatif keberlanjutan untuk memperkuat pengelolaan K3 sesuai *Sustainability Blueprint* 2024-2030. Inisiatif-inisiatif yang dilaksanakan pada Fase I (2024-2025) Peta Jalan Keberlanjutan, antara lain:

1. Melakukan pengelolaan K3 sesuai jenis jejaring bisnis Perseroan. Inisiatif dijalankan dengan target TRIR sebesar 7 pada 2024-2025. Realisasi TRIR pada 2025 mencapai 1,75;
2. Menyediakan fasilitas kerja yang aman dan nyaman; dan
3. Melakukan sosialisasi dan pelatihan K3 laboratorium yang menyeluruh kepada semua karyawan.

The Company has implemented a number of sustainability initiatives to strengthen OHS management in accordance with the 2024-2030 Sustainability Blueprint. Initiatives implemented in Phase I (2024-2025) of the Sustainability Roadmap include:

1. Implementing OHS management in accordance with the Company's business network type. The initiative is carried out with a target TRIR of 7 for 2024-2025. The realization of TRIR in 2025 reached 1.75;
2. Providing safe and comfortable work facilities; and
3. Conducting comprehensive OHS laboratory dissemination and training for all employees.

Kinerja Tata Kelola Keberlanjutan

SUSTAINABILITY GOVERNANCE PERFORMANCE

Prodia menyelenggarakan praktik tata kelola keberlanjutan sebagai bagian dari penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/ GCG), dengan menerapkan praktik-praktik keberlanjutan yang dijalankan secara transparan, beretika, dan berimbang dalam mengelola kinerja LST.

Prodia implements sustainability governance practices as part of its Good Corporate Governance (GCG) implementation, by carrying out these sustainability practices transparently, ethically, and in a balanced manner in managing ESG performance.



Laporan ini hanya mengungkapkan informasi terkait dengan kinerja tata kelola keberlanjutan selama periode pelaporan. Pengungkapan informasi mengenai GCG disampaikan di dalam Laporan Tahunan 2025 PT Prodia Widyahusada Tbk, yang diterbitkan terpisah dari Laporan ini.

This report only discloses information related to sustainability governance performance during the reporting period. Disclosure of GCG information is presented in the 2025 Annual Report of PT Prodia Widyahusada Tbk, which is published separately from this report.

Tata Kelola Keberlanjutan
Sustainability Governance

Penerapan tata kelola keberlanjutan menjadi bagian integral dari sikap dan perilaku Prodia. Nilai-nilai keberlanjutan menjadi budaya Perseroan yang diimplementasikan dalam setiap proses bisnis, dan menjadi tanggung jawab semua pihak.

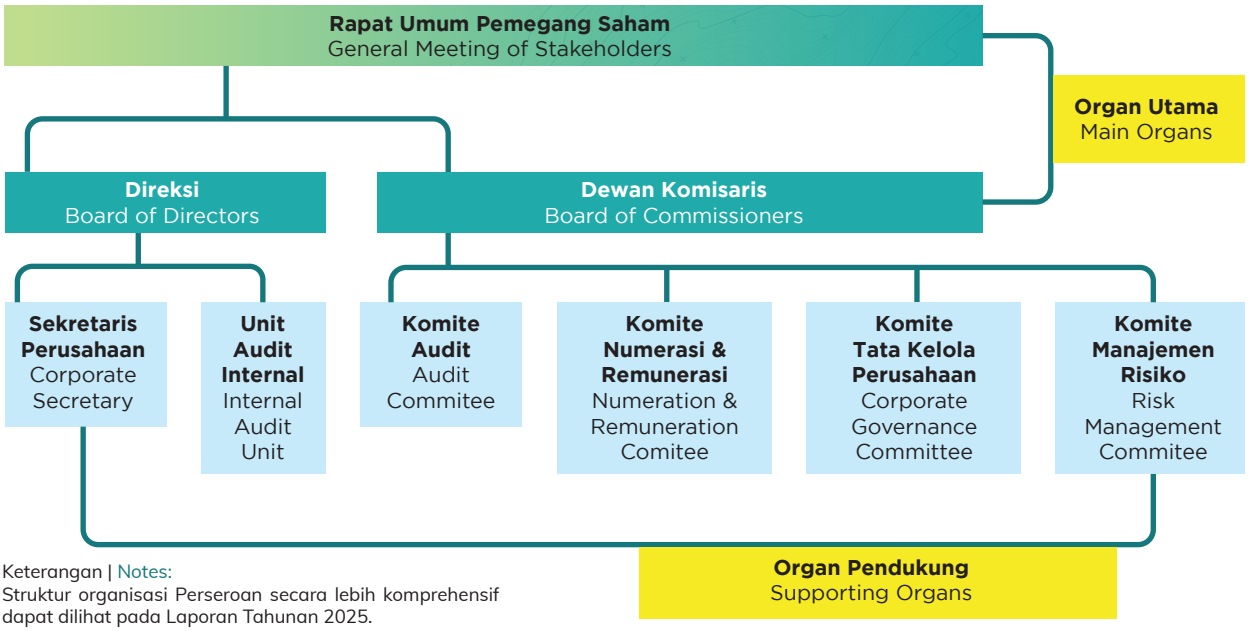
The sustainability governance is an integral part of Prodia's attitude and behavior. Sustainability values are part of the Company's culture, implemented in every business process and are the responsibility of all parties.

Struktur Tata Kelola Keberlanjutan Perseroan [2-9][G-03]
Corporate Sustainability Governance Structure

Badan tertinggi tata kelola keberlanjutan Perseroan adalah Direksi yang dipimpin Direktur Utama yang juga menjabat Chief Executive Officer (CEO). Direksi dengan dibantu Komite ESG dan diawasi Dewan Komisaris, bertanggung jawab atas penerapan dan evaluasi praktik-praktik keberlanjutan di Perseroan iklim melalui implementasi *Sustainability Blueprint* 2024-2030. Pengungkapan informasi mengenai Komite ESG, disampaikan di halaman 12 Laporan ini, pada bahasan Pengungkapan Informasi Keuangan Terkait Keberlanjutan dan Iklim. [E.1][2-11]

The highest body for the Company's sustainability governance is the Board of Directors, led by the President Director who also serves as the Chief Executive Officer (CEO). The Board of Directors, assisted by the ESG Committee and supervised by the Board of Commissioners, is responsible for the implementation and evaluation of sustainability practices in the Company's climate through the implementation of the 2024-2030 Sustainability Blueprint. Disclosure of information regarding the ESG Committee is presented on page 12 of this Report, in the discussion of Disclosure of Financial Information Related to Sustainability and Climate. [E.1][2-11]

Struktur Tata Kelola
Corporate Governance Structure



Keterangan | Notes:
Struktur organisasi Perseroan secara lebih komprehensif dapat dilihat pada Laporan Tahunan 2025.
A more comprehensive organizational structure can be seen in the Company's 2025 Annual Report.

Nominasi dan Seleksi Pejabat Tata Kelola Keberlanjutan [2-10][G-03][G-06]
Nomination and Selection of Sustainability Governance Officers

Anggota Direksi dan Dewan Komisaris dipilih berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi, dengan mempertimbangkan keberagaman, pendidikan, pengalaman kerja, serta kompetensi masing-masing calon. Proses nominasi dan seleksi diajukan kepada RUPS untuk dimintakan persetujuan serta penetapan pemegang saham. Keanggotaan Komite ESG dipilih dan ditentukan oleh Direksi, dengan mempertimbangkan berbagai hal di antaranya: berasal dari lintas departemen di Prodia, serta memiliki pemahaman dan kompetensi keberlanjutan termasuk terkait iklim. Anggota Komite ESG ditetapkan berdasarkan Surat Penunjukan No. 1 04/S/InternlX/2024 dan bertugas sejak 1 Oktober 2024 - 31 Desember 2025 untuk satu periode jabatan.

Members of the Board of Directors and Board of Commissioners are selected based on recommendations from the Nomination and Remuneration Committee, taking into account the diversity, education, work experience, and competency of each candidate. The nomination and selection process is submitted to the GMS for approval and determination by shareholders. Membership of the ESG Committee is selected and determined by the Board of Directors, taking into account various factors, including: coming from across Prodia's departments, and having an understanding and competency in sustainability, including climate-related issues. Members of the ESG Committee are appointed based on Appointment Letter No. 1 04/S/InternlX/2024 and serve from October 1, 2024 to December 31, 2025, for one term.

Penetapan Remunerasi Pejabat Tata Kelola Keberlanjutan [2-19][2-20][2-21]

Determination of Remuneration for Sustainability Governance Officers

Remunerasi Direksi sebagai pejabat tata kelola keberlanjutan ditetapkan bersama remunerasi Dewan Komisaris dalam RUPS, dengan mempertimbangkan usulan Dewan Komisaris berdasarkan usulan dari Komite Remunerasi dan Nominasi. Perseroan telah menerapkan kebijakan remunerasi yang tidak hanya mempertimbangkan kinerja keuangan jangka pendek, tetapi juga memasukkan berbagai indikator non-keuangan sebagai dasar penilaian, termasuk indikator terkait keberlanjutan. Kebijakan ini dirancang untuk mendorong kinerja berkelanjutan dan memastikan bahwa setiap keputusan manajerial sejalan dengan tujuan jangka panjang Perseroan. Pengungkapan informasi lebih lanjut mengenai struktur dan besaran remunerasi Direksi dan Dewan Komisaris untuk 2025 disampaikan dalam Laporan Tahunan 2025.

The remuneration of the Board of Directors as sustainability governance officers is determined together with the remuneration of the Board of Commissioners at the GMS, taking into account the Board of Commissioners' proposals from the Remuneration and Nomination Committee. The Company has implemented a remuneration policy that not only considers short-term financial performance but also incorporates various non-financial indicators as a basis for assessment, including sustainability-related indicators. This policy is designed to encourage sustainable performance and ensure that every managerial decision is aligned with the Company's long-term objectives. Further disclosure of information regarding the structure and amount of remuneration for the Board of Directors and Board of Commissioners for 2025 is presented in the 2025 Annual Report.

Peran Badan Tata Kelola Keberlanjutan dalam Pengelolaan Dampak [2-12][2-13][2-14]

The Role of Sustainability Governance Bodies in Impact Management

Direksi memiliki peran strategis mengelola dampak LST yang ditimbulkan dari kegiatan Perseroan. Direksi dibantu Komite ESG dan diawasi Dewan Komisaris merumuskan kebijakan keberlanjutan, memastikan pelaksanaan, serta melakukan evaluasi. Direksi juga dibantu Corporate Secretary, terutama untuk memantau pelaksanaan *Sustainability Blueprint*. Selain kepada Komite ESG, Direksi dapat mendelegasikan kewenangan atas penerapan keberlanjutan dan pengelolaan dampak kepada pejabat Perseroan yang ditunjuk. Pejabat Perseroan yang menerima delegasi kewenangan akan mewakili Direksi dalam melakukan dan membangun komunikasi dengan pemangku kepentingan.

The Board of Directors has a strategic role in managing the ESG impacts arising from the Company's activities. The Board of Directors, assisted by the ESG Committee and supervised by the Board of Commissioners, formulates sustainability policies, ensures their implementation, and conducts evaluations. The Board of Directors is also assisted by the Corporate Secretary, particularly in monitoring the implementation of the Sustainability Blueprint. In addition to the ESG Committee, the Board of Directors may delegate authority over sustainability implementation and impact management to designated Company officials. The Company official who receives the delegation of authority will represent the Board of Directors in conducting and building communications with stakeholders.

Salah satu tanggung jawab yang didelegasikan kepada Corporate Secretary adalah kegiatan tanggung jawab sosial dan lingkungan (TJSL), serta penyusunan laporan keberlanjutan.

Dewan Komisaris menjalankan fungsi pengawasan dan pemberian nasihat kepada Direksi serta bertanggung jawab menelaah dan menyetujui Laporan Tahunan dan Laporan Keberlanjutan Perseroan yang disusun oleh Direksi. Sementara itu, Direksi bertanggung jawab atas penyusunan Laporan Keberlanjutan, termasuk penetapan topik material yang berdampak langsung maupun tidak langsung terhadap strategi Perseroan dengan melibatkan pemangku kepentingan, melakukan mitigasi atas potensi risiko, serta meninjau dan menyetujui pengungkapan risiko, peluang, dan capaian inisiatif keberlanjutan yang disajikan dalam laporan tersebut.

Secara berkala, Direksi bertemu dengan Komite ESG maupun pejabat Perseroan yang telah mendapat kewenangan untuk pengelolaan keberlanjutan. Khusus dengan Komite ESG, selama 2025, Direksi melakukan pertemuan/rapat sebanyak 12 kali (satu bulan sekali), dengan materi pembahasan antara lain isu LST, mendukung Direksi dalam pengelolaan risiko dan peluang perubahan iklim serta perumusan dan implementasi strategi, kebijakan, dan inisiatif keberlanjutan; memastikan publikasi Laporan Keberlanjutan tahunan sesuai standar internasional; serta mengikuti perkembangan isu pembangunan berkelanjutan, termasuk efisiensi energi, antikorupsi, kesetaraan gender, HAM, dan pelindungan data.

One of the responsibilities delegated to the Corporate Secretary is corporate social and environmental responsibility (CSR) activities and the preparation of sustainability reports.

The Board of Commissioners performs its supervisory and advisory functions to the Board of Directors and is responsible for reviewing and approving the Company's Annual Report and Sustainability Report prepared by the Board of Directors. Meanwhile, the Board of Directors is responsible for preparing the Sustainability Report, including identifying material topics that have direct or indirect impacts on the Company's strategy by engaging stakeholders, mitigating potential risks, and reviewing and approving the disclosure of sustainability-related risks, opportunities, and the achievements of sustainability initiatives presented in the report.

The Board of Directors meets periodically with the ESG Committee and authorized Company officials for sustainability management. Specifically, with the ESG Committee, the Board of Directors held 12 meetings (once a month) in 2025. The meetings discussed ESG issues, supporting the Board of Directors in managing climate change risks and opportunities, and formulating and implementing sustainability strategies, policies, and initiatives; ensuring the publication of the annual Sustainability Report in accordance with international standards; and keeping abreast of developments in sustainable development issues, including energy efficiency, anti-corruption, gender equality, human rights, and data protection.

Total Kehadiran Direksi dan Dewan Komisaris 2025 [G-02]
Total Attendance of Board of Directors and Board of Commissioners in 2025

Keterangan Description	**Jumlah Rapat Dewan** Number of Board Meetings	**Rata-rata Kehadiran dalam Rapat (%)** Average Meeting Attendance (%)
Jumlah Kehadiran Dewan Komisaris ke Rapat Dewan Komisaris Total Attendance of Board of Commissioners to Board of Commissioners Meetings	10 Rapat Dewan Komisaris Board of Commissioners Meeting	86
Jumlah Kehadiran Direksi ke Rapat Direksi Total Attendance of Board of Directors to Board of Directors Meetings	12 Rapat Direksi Board of Directors Meeting	100

Keterangan Description	**Jumlah Rapat Dewan** Number of Board Meetings	**Rata-rata Kehadiran dalam Rapat (%)** Average Meeting Attendance (%)
Jumlah Kehadiran Direksi dalam Rapat Gabungan Direksi dan Dewan Komisaris Attendance of the Board of Directors in the Joint Meeting of the Board of Directors and the Board of Commissioners	11 Rapat Gabungan Direksi dan Dewan Komisaris Joint Meeting of Board of Directors and Board of Commissioners	100
Jumlah Kehadiran Dewan Komisaris dalam Rapat Gabungan Direksi dan Dewan Komisaris Total Attendance of Board of Commissioners in the Joint Meeting of the Board of Directors and the Board of Commissioners		87

Penilaian Kinerja Badan Tata Kelola Keberlanjutan [2-18][G-04]
Performance Assessment of the Sustainability Governance Body

Komite Nominasi dan Remunerasi bertanggung jawab melakukan penilaian kinerja anggota Direksi dan Dewan Komisaris, berdasarkan kualifikasi sesuai Kriteria Penilaian Direksi (*Board Assessment Criteria*). Kinerja Direksi dievaluasi Dewan Komisaris berdasarkan kriteria yang direkomendasikan Komite Nominasi dan Remunerasi. Selain itu, untuk memastikan implementasi inisiatif keberlanjutan berjalan efektif, setiap departemen dan cabang Perseroan memiliki *Key Performance Indicator* (KPI) yang ditetapkan berdasar *Sustainability Blueprint*, termasuk pengelolaan perubahan iklim.

The Nomination and Remuneration Committee is responsible for assessing the performance of members of the Board of Directors and Board of Commissioners, based on qualifications as outlined in the Board Assessment Criteria. The Board of Commissioners evaluates the Board of Directors' performance based on criteria recommended by the Nomination and Remuneration Committee. Furthermore, to ensure the effective implementation of sustainability initiatives, each department and branch of the Company established Key Performance Indicators (KPIs) based on the Sustainability Blueprint, including climate change management.

Berdasarkan penilaian pada 2025, diperoleh hasil bahwa Direksi di bawah pengawasan Dewan Komisaris, telah berhasil menjalankan tugas dan tanggung jawab pengelolaan keberlanjutan dengan baik. Pengungkapan informasi lebih lengkap mengenai penilaian kinerja Direksi dan Dewan Komisaris, disampaikan dalam Laporan Tahunan 2025 Perseroan.

The 2025 assessment found that the Board of Directors, under the supervision of the Board of Commissioners, has successfully carried out its sustainability management duties and responsibilities. More detailed information regarding the performance assessment of the Board of Directors and Board of Commissioners is provided in the 2025 Annual Report of the Company.

Penilaian Penerapan Tata Kelola Keberlanjutan
Assessment of Sustainability Governance Implementation

Prodia melakukan penilaian kinerja keberlanjutan sebagai bagian penilaian GCG setiap tahun secara mandiri, dengan mengacu pada standar nasional maupun internasional yang berlaku. Proses penilaian ini bertujuan untuk memastikan bahwa Perseroan selalu mematuhi prinsip-prinsip tata kelola yang baik

Prodia conducts an independent annual sustainability performance assessment as part of its GCG assessment, with reference to applicable national and international standards. This assessment process aims to ensure that the Company consistently adheres to good governance principles

dalam seluruh aspek operasionalnya. Rekomendasi yang diterima dari penilaian GCG akan segera ditindaklanjuti untuk terus meningkatkan penerapan GCG, termasuk untuk aspek keberlanjutan. Selain itu, evaluasi terhadap tata kelola, termasuk kinerja LST Perseroan secara keseluruhan melibatkan pihak eksternal yang independen, salah satunya Yayasan KEHATI. Komitmen terhadap penerapan tata kelola keberlanjutan sebagai bagian dari prinsip-prinsip GCG telah membawa saham Perseroan pada Indeks Keberlanjutan ESG Quality 45 IDX KEHATI (ESGQKEHATI) untuk periode Desember 2024 hingga Mei 2025, serta dalam Indeks ESG Sector Leaders IDX KEHATI (ESGSKEHATI) untuk periode Desember 2024 hingga November 2025.

Perkembangan penerapan GCG dilaporkan Dewan Komisaris dan Direksi kepada pemegang saham dalam RUPS. Selain itu, Perseroan berkomitmen untuk selalu memenuhi kewajiban perizinan dan kepatuhan yang ditetapkan oleh regulator. Pada 2025, Prodia menerima penghargaan "Perusahaan dengan Kepatuhan Laporan Kegiatan Penanaman Modal (LKPM) Terbaik Tahun 2024 - Perusahaan Penanaman Modal Dalam Negeri (PMDN)" dalam ajang Jakarta Investment Award 2025 yang diselenggarakan oleh Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) Provinsi DKI Jakarta. Penghargaan ini mencerminkan komitmen Prodia dalam menerapkan tata kelola yang baik dengan memenuhi kewajiban perizinan secara tepat waktu dan transparan, sekaligus mendukung iklim investasi di Indonesia. [2-27]

in all aspects of its operations. Recommendations received from the GCG assessment will be immediately followed up to continuously improve GCG implementation, including sustainability aspects. Furthermore, the evaluation of governance, including the Company's overall ESG performance, involves independent external parties, one of which is the KEHATI Foundation. This commitment to implementing sustainability governance as part of its GCG principles has resulted in its shares being included in the IDX KEHATI ESG Quality 45 Index (ESGQKEHATI) for the period from December 2024 to May 2025, as well as in the IDX KEHATI ESG Sector Leaders Index (ESGSKEHATI) for the period from December 2024 to November 2025.

The Board of Commissioners and Board of Directors report the progress of GCG implementation to shareholders at the GMS. The Company is committed to consistently fulfilling licensing and compliance requirements set by regulators. In 2025, Prodia received the "Company with the Best Investment Activity Report (LKPM) Compliance in 2024 - Domestic Investment Company (PMDN)" award at the 2025 Jakarta Investment Award held by the Jakarta Provincial Investment and One-Stop Integrated Services Agency (DPMPTSP). This award reflects Prodia's commitment to implementing good governance by fulfilling licensing obligations in a timely and transparent manner, while supporting the investment climate in Indonesia. [2-27]

Etika Bisnis, Kepatuhan Hukum, dan Regulasi [2-27][G-07]
Business Ethics, Legal Compliance, and Regulation

Perseroan memiliki Pedoman Perilaku atau Kode Etik Prodia yang berfungsi mengatur hubungan antar-insan Prodia maupun dengan berbagai pihak eksternal. Pedoman Perilaku berlaku bagi seluruh insan Prodia, mulai dari Dewan Komisaris, Direksi, sampai dengan karyawan, termasuk mereka yang bertindak atas nama Perseroan, perusahaan afiliasi, maupun mitra kerja sama.

The Company has established the Prodia Code of Conduct, which governs relationships among Prodia employees and with various external parties. The Code of Conduct applies to all Prodia employees, from the Board of Commissioners and Directors to employees, including those acting on behalf of the Company, affiliated companies, and partners.

Mekanisme Mendapatkan Advis dan Meningkatkan Kepatuhan [2-26]

Mechanisms for Obtaining Advice and Improving Compliance

Kami memiliki mekanisme sistem pelaporan pelanggaran (*whistleblowing system* atau WBS), disertai perlindungan pelapor untuk meningkatkan kepatuhan. WBS memberikan dorongan serta kesadaran kepada individu Prodia untuk melaporkan kecurangan atau pelanggaran terhadap hukum, peraturan perusahaan, kode etik, maupun benturan kepentingan tanpa rasa takut atau khawatir. Laporan dugaan pelanggaran yang dilakukan insan Prodia dapat dilaporkan melalui *e-mail* whistleblower@prodia.co.id.

We have a whistleblowing system (WBS) in place, along with whistleblower protection to enhance compliance. The WBS encourages and empowers Prodia employees to report fraud or violations of the law, company regulations, the code of ethics, or conflicts of interest without fear or anxiety. Alleged violations committed by Prodia employees can be reported via email to whistleblower@prodia.co.id.

Setiap laporan akan ditindaklanjuti Tim WBS dan Tim Investigasi, disertai kewajiban merahasiakan dan melindungi pelapor dari tindak pembalasan. Hasil investigasi disampaikan kepada atasan terlapor, untuk kemudian diputuskan bentuk tindak lanjut sesuai Peraturan Perusahaan dan/atau peraturan perundang-undangan. Pelaporan melalui sistem WBS dapat diakses melalui situs web Perseroan oleh karyawan, mitra, pemasok, maupun pemangku kepentingan lainnya. Selama 2025, tidak adanya laporan yang diterima melalui WBS.

Each report will be followed up by the WBS Team and the Investigation Team, with obligations to maintain confidentiality and protect the whistleblower from retaliation. The results of the investigation are submitted to the accused party's superior, who then decides on the form of follow-up in accordance with Company Regulations and/or laws and regulations. Reports through the WBS system can be accessed through the Company's website by employees, partners, suppliers, and other stakeholders. During 2025, no reports were received through the WBS.

Dukungan terhadap Antikorupsi [2-16][2-26]

Support for Anti-Corruption

Prodia menetapkan Kebijakan Antikorupsi dengan melibatkan seluruh pemangku kepentingan, guna mencegah kerugian yang dapat mengganggu kelangsungan usaha/bisnis Perseroan, meningkatkan ketaatan dan kepatuhan terhadap hukum, peraturan dan etika, serta mendukung program pemerintah mencegah tindak korupsi.

Prodia has established an Anti-Corruption Policy by involving all stakeholders to prevent losses that could disrupt the Company's business continuity, improve compliance with laws, regulations, and ethics, and support government programs to prevent corruption.

Sampai akhir 2025, Prodia belum melakukan asesmen dari pihak ketiga mengenai area operasional yang berisiko terhadap tindak korupsi. Namun demikian, Prodia melakukan asesmen secara mandiri melalui sosialisasi kebijakan antikorupsi dan antigratifikasi kepada seluruh insan Prodia secara rutin.

As of the end of 2025, Prodia did not engage a third-party to assess operational areas at risk of corruption. However, Prodia conducts independent assessments through regular dissemination of anti-corruption and anti-gratification policies to all Prodia employees.

Selain itu, untuk memastikan kepatuhan, setiap individu yang menerima pemberian dari pihak eksternal diwajibkan untuk melaporkan kepada Perseroan, guna memastikan tidak ada pelanggaran hukum, termasuk korupsi dan gratifikasi.

Sebagai upaya pencegahan korupsi dalam seluruh bisnis, termasuk pengadaan barang/jasa Prodia juga menerapkan *Sustainability Supplier Questionnaires* (SSQ) untuk memastikan bahwa vendor yang akan bekerja sama dengan Perseroan memiliki tata kelola yang baik dan tidak terlibat dalam praktik korupsi. Mekanisme ini merupakan bagian dari asesmen internal yang dilakukan untuk mengidentifikasi potensi risiko korupsi dalam kegiatan operasional, sehingga selama periode pelaporan, Perseroan tidak pernah dihadapkan pada kasus korupsi. Selain itu juga tidak ada kerugian akibat proses hukum terkait dengan kecurangan medis (*medical fraud*). [205-1][205-3][HC-DY-510A.1]

Komunikasi dan Pelatihan Antikorupsi [205-2]

Selama 2025, kami melakukan kegiatan sosialisasi maupun pelatihan anti-korupsi yang diikuti anggota Direksi, Dewan Komisaris, pejabat Perseroan, karyawan Prodia, maupun pemasok/vendor. Kegiatan yang dilakukan antara lain:

1. Mengadakan sosialisasi dan pelatihan mengenai kebijakan antikorupsi untuk Direksi, Dewan Komisaris, pejabat Perseroan, karyawan, serta pemasok/vendor secara rutin. Salah satunya adalah program "*Implementing Code of Conduct*" yang mengedukasi penerapan kode etik dalam mencegah korupsi dan gratifikasi.
2. Mengimplementasikan sistem pelaporan wajib bagi seluruh anggota Perseroan atas penerimaan hadiah atau gratifikasi guna mencegah benturan kepentingan, pelanggaran hukum, dan potensi praktik korupsi.
3. Mengevaluasi dan *monitoring* secara berkala terhadap penerapan kebijakan antikorupsi dan gratifikasi di seluruh area operasional Perseroan.

Pengelolaan Benturan Kepentingan dan Pencegahan *Insider Trading* [2-15][G-09]

Perseroan memiliki Kebijakan Transaksi Afiliasi dan Benturan Kepentingan, yang mewajibkan

Furthermore, to ensure compliance, any individual receiving gifts from external parties is required to report to the Company to ensure there are no legal violations, including corruption and gratification.

Prodia's effort to prevent corruption in all businesses, including procurement of goods/services, is conducted through Sustainability Supplier Questionnaires (SSQ) to ensure that vendors who collaborate with the Company implement good governance and are not involved in corrupt practices. This mechanism is part of an internal assessment conducted by the Company to identify potential corruption risks in operational activities, resulting in the absence of corruption cases during the reporting period. In addition, there were no losses due to legal processes related to medical fraud. [205-1][205-3][HC-DY-510A.1]

Anti-Corruption Communication and Training [205-2]

In 2025, we conducted anti-corruption dissemination and training programs for members of the Board of Directors, Board of Commissioners, Company officers, Prodia employees, and suppliers/vendors. These activities included:

1. Regularly conducting dissemination and training on anti-corruption policies for the Board of Directors, Board of Commissioners, Company officers, employees, and suppliers/vendors. One of the programs is the "Implementing Code of Conduct" program, as education on the application of the code of ethics to prevent corruption and bribery.
2. Implementing a mandatory reporting system for all Company members regarding the acceptance of gifts or bribes to prevent conflicts of interest, legal violations, and potential corrupt practices.
3. Regularly evaluating and monitoring the implementation of anti-corruption and bribery policies across all Company operations.

Conflict of Interest Management and Insider Trading Prevention [2-15][G-09]

The Company has the Related Party Transaction (RPT) & Conflict of Interest Policy, which requires

seluruh Insan Prodia untuk menghindari konflik atau benturan kepentingan. Sesuai kebijakan tersebut, dalam hal terjadi benturan kepentingan, maka anggota Dewan Komisaris, Direksi, serta pemegang saham utama Perseroan harus mengedepankan kepentingan Perseroan. Mereka dilarang mengambil tindakan yang dapat merugikan dan/atau mengurangi keuntungan Perseroan. Transaksi afiliasi dilaksanakan dengan harga yang wajar dan prinsip *fair and arm's length* basis. Komite Audit menelaah dan memberikan rekomendasi terkait indikasi benturan kepentingan. Seluruh transaksi afiliasi pada 2025 telah sesuai dengan kebijakan yang berlaku. Apabila terjadi benturan kepentingan, anggota Dewan Komisaris dan/atau Direksi yang bersangkutan dilarang terlibat dalam keputusan dan pelaksanaan transaksi tersebut. Selama 2025, tidak ada transaksi benturan kepentingan yang dapat merugikan Perseroan atau mengurangi keuntungan Perseroan.

all Prodia personnel to avoid any conflict of interest. Pursuant to this policy, in the event of a conflict of interest, members of the Board of Commissioners, Board of Directors, and the Company's major shareholders must prioritize the Company's interests. They are prohibited from taking actions that could harm and/or reduce the Company's profits. Affiliate transactions are carried out at a reasonable price and on a fair and arm's length basis. The Audit Committee reviews and provides recommendations regarding indications of conflicts of interest. All affiliated transactions in 2025 complied with applicable policies. In the event of a conflict of interest, the relevant member of the Board of Commissioners and/or Board of Directors is prohibited from being involved in the decision-making and implementation of the transaction. During 2025, there were no conflict of interest transactions that could harm the Company or reduce the Company's profits.

Kami juga memiliki Kebijakan Pencegahan *Insider Trading* untuk mengatur perlakuan yang adil terhadap pemegang saham. Kebijakan ini memastikan bahwa Direksi, Dewan Komisaris, maupun karyawan tidak mengambil manfaat atau keuntungan dari pengetahuan yang umumnya tidak tersedia di pasar. Prodia juga memastikan individu yang memiliki jabatan atau kekuasaan di dalam Perseroan tidak terlibat dalam perdagangan secara internal atau menyalahgunakan informasi rahasia untuk keuntungan pribadi. Selama periode pelaporan, tidak ada kejadian *insider trading*, dan Dewan Komisaris serta Direksi selalu mematuhi kewajiban untuk melakukan pelaporan apabila terdapat perubahan kepemilikan saham sesuai dengan ketentuan yang berlaku. [G-08]

We also have the Insider Trading Prevention Policy to ensure fair treatment of shareholders. This policy prevents the Board of Directors, Board of Commissioners, and employees from exploiting non-public market information for personal gain. Prodia also ensures that individuals holding positions of authority within the Company do not engage in internal trading or misuse of confidential information for personal gain. During the reporting period, there were no incidents of insider trading, and the Board of Commissioners and Board of Directors consistently complied with their reporting obligations regarding changes in share ownership, in accordance with applicable regulations. [G-08]

Komunikasi atas Kejadian Kritis [2-16][2-26]
Communication of Critical Incidents

Prodia memiliki beberapa mekanisme dan akses yang dapat dimanfaatkan pemangku kepentingan untuk mengomunikasikan hal-hal kritis. Salah satunya adalah Kontak Prodia. Selama 2025, tidak terdapat interaksi mengenai hal-hal kritis yang disampaikan pelanggan maupun masyarakat melalui Kontak Prodia. Adapun mekanisme dan akses lain yang tersedia:

Prodia has several mechanisms and channels that stakeholders can utilize to communicate critical matters, one of these is Kontak Prodia. During 2025, there was no interaction regarding critical matters submitted by customers or the public through Kontak Prodia. Other available mechanisms and channels include:

1. Tatap muka manajemen dengan karyawan melalui *town hall meeting* dan/atau *gathering*;
2. Tatap muka dengan pemasok melalui penyelenggaraan *Vendor Day*; dan
3. Pertemuan koordinasi dengan pemerintah dan regulator, baik di tingkat pusat maupun daerah di masing-masing cabang.

1. Face-to-face meetings between management and employees through town hall meetings and/or gatherings;
2. Face-to-face meetings with suppliers through Vendor Day; and
3. Coordination meetings with government and regulators, both at the central and regional levels, at each branch.

Penilaian Manajemen Risiko terhadap Kinerja Keberlanjutan [E.3]

Risk Management Assessment of Sustainability Performance

Prodia menerapkan sistem manajemen risiko untuk menghadapi berbagai risiko dalam menjalankan kegiatan usaha, termasuk risiko yang dapat memengaruhi kinerja keberlanjutan. Melalui penerapan sistem manajemen risiko, semua risiko diidentifikasi dan dikelola, sehingga mengurangi dampak negatif yang mungkin terjadi. Berdasarkan pengelolaan risiko yang dilakukan 2025, teridentifikasi risiko utama yang dapat memengaruhi kinerja keberlanjutan sehingga dilakukan upaya pengelolaan. Adapun risiko terkait iklim disampaikan di halaman 21 Laporan ini, pada bahasan Pengungkapan Informasi Keuangan Terkait Keberlanjutan dan Iklim.

Prodia implements a risk management system to address various risks in carrying out its business activities, including risks that can affect sustainability performance. All risks are identified and managed through the implementation of the risk management system, to mitigate potential negative impacts. By carrying out the risk management in 2025, we managed to identify key risks that could affect sustainability performance, prompting us to conduct management efforts. Climate-related risks are discussed on page 21 of this report, under the subject of Disclosure of Financial Information Related to Sustainability and Climate.

Pengelolaan Risiko terhadap Kinerja Keberlanjutan
Risk Management for Sustainability Performance

Risiko Utama Main Risk	Pengaruh terhadap Risiko Keberlanjutan dan Pengelolaanya Impact on Sustainability Risks and Their Management
Risiko Strategi Bisnis dan Keuangan Business Strategy and Finance Risk	Kesinambungan bisnis dan kinerja keuangan Perseroan dipengaruhi oleh kunjungan pelanggan yang membutuhkan layanan jasa kesehatan pemeriksaan laboratorium. Prodia berupaya meningkatkan layanan dan kepuasan pelanggan dengan menjaga mutu dan layanan; melakukan inovasi dan transformasi digital; disertai komitmen terhadap keamanan, keselamatan, dan kesehatan pelanggan serta karyawan. Business continuity and the Company's financial performance are influenced by customer visits requiring laboratory test healthcare services. Prodia continuously strives to improve service and customer satisfaction by maintaining quality and services, engaging in continuous innovation and digital transformation, accompanied by a commitment to the safety and health of both customers and employees.

Selama periode pelaporan, kami juga mencatat adanya beberapa hal yang menjadi permasalahan dalam menerapkan keberlanjutan di lingkungan Prodia, di antaranya: [E.5]

During the reporting period, we also noted several challenges in implementing sustainability within Prodia, including: [E.5]

1. Banyaknya jumlah Laboratorium Medis dan Klinik Prodia yang tersebar di seluruh Indonesia beserta karyawannya, sehingga berpeluang menciptakan tingkat pemahaman keberlanjutan yang berbeda. Secara bertahap, Perseroan berupaya menyamakan tingkat pemahaman dan pelaksanaan praktik-praktik keberlanjutan, dengan menerapkan standardisasidi berbagai aspek keberlanjutan. Kami juga mendorong peningkatan kompetensi karyawan dalam keberlanjutan;
2. Perubahan iklim, yang berpengaruh pada perubahan penyakit, sehingga memengaruhi profil kesehatan generasi yang akan datang. Perseroan terus melakukan berbagai inovasi, baik teknologi maupun produk/layanan untuk mendukung Prodia sebagai *the next generation health center*, di antaranya setiap tahun menargetkan peluncuran 14 tes kesehatan baru yang belum ada di Indonesia. Kami juga berkontribusi pada pengendalian perubahan iklim dengan melibatkan pemangku kepentingan.

1. The large number of Prodia Medical Laboratories and Clinics spread across Indonesia, along with their employees, may create varying levels of understanding of sustainability. Gradually, the Company is working to achieve a common level of understanding and implementation of sustainability practices by applying standards in various aspects of sustainability. We also encourage employee competence development in sustainability;
2. Climate change, which impacts disease progression, thus affecting the health profile of future generations. The Company continues to innovate in both technology and products/services to support Prodia as a next-generation health center. This includes setting an annual target to launch 14 new health tests not yet available in Indonesia. We also contribute to climate change mitigation by engaging with stakeholders.

Pengelolaan dan Pelibatan Pemangku Kepentingan [E.4][2-29]
Stakeholder Management and Engagement

Pemangku kepentingan memegang peranan penting atas keberlangsungan Perseroan. Kami mengidentifikasi pemangku kepentingan sebagai mitra strategis dan elemen penting dari agenda Keberlanjutan Prodia. Identifikasi dilakukan melalui pendekatan interaksi yang berlangsung selama periode pelaporan dan pengaruhnya terhadap pencapaian tujuan Perseroan.

Stakeholders play a critical role in the Company's sustainability. We identify stakeholders as strategic partners and essential elements of Prodia's Sustainability agenda. This identification is conducted through an approach examining interactions that occurred during the reporting period and their impact on achieving the Company's objectives.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Topik Topics		**Metode dan Frekuensi Pelibatan** Method and Frequency of Engagement
Pelanggan | Customers		
Basis Identifikasi Identification Basis	• Ketergantungan • Tanggung Jawab • Pengaruh	• Dependency • Responsibility • Influence
1. Jaminan kualitas layanan, jaminan keselamatan sampel, akurasi hasil pemeriksaan, dan waktu selesai hasil pemeriksaan. 2. Keamanan, kenyamanan, kerahasiaan data, privasi, keselamatan, dan kesehatan pelanggan. 3. Jaminan keselamatan sampel. 4. Akurasi dan hasil pemeriksaan.		1. Survei kepuasan pelanggan. Pada 2025, survei dilakukan satu kali. 2. Inovasi berkelanjutan dan pengembangan produk, dilaksanakan sesuai kebutuhan. 3. Transformasi digital, dilaksanakan sesuai kebutuhan. 4. Kerja sama dengan berbagai pihak penyelenggara layanan kesehatan, pelaksanaan sesuai kebutuhan. 5. Layanan pelanggan, dilaksanakan setiap waktu. 6. Acara pemasaran (seminar umum), dilaksanakan reguler setiap tahun.

Topik Topics	**Metode dan Frekuensi Pelibatan** Method and Frequency of Engagement
1. Quality assurance of services, sample safety assurance, examination result accuracy, and turnaround time. 2. Security, comfort, data confidentiality, privacy, safety, and health of customers. 3. Sample safety assurance. 4. Accuracy and examination results.	1. Customer satisfaction surveys. In 2025, the survey was conducted once. 2. Continuous innovation and product development, conducted as needed. 3. Digital transformation, implemented as required. 4. Collaboration with various healthcare service providers, conducted based on necessity. 5. Customer service, available at all times. 6. Marketing events (public seminars), held regularly every year.
Pemerintah | Government	
Basis Identifikasi Identification Basis • Ketergantungan • Tanggung Jawab • Pengaruh • Keterwakilan	• Dependency • Responsibility • Influence • Representation
Kepatuhan regulasi terkait penyelenggaraan jasa layanan kesehatan, ketenagakerjaan, pengelolaan lingkungan. Regulatory compliance related to the provision of health services, employment, environmental management.	Laporan berkala dan koordinasi dengan pemerintah baik di tingkat pusat (Kementerian Kesehatan maupun kementerian terkait) dan di tingkat daerah (Dinas Kesehatan maupun dinas teknis terkait). Dilaksanakan sesuai kebutuhan, berdasarkan ketentuan yang diatur di dalam setiap regulasi. Regular reports and coordination with the government both at the central level (Ministry of Health and related ministries) and at the regional level (Health Agency and related technical agencies). Implemented as needed, based on the provisions set out in each regulation.
Pemegang Saham | Shareholders	
Basis Identifikasi Identification Basis • Ketergantungan • Tanggung Jawab • Pengaruh • Proksimitas	• Dependency • Responsibility • Influence • Proximity
1. Tingkat pengembalian investasi melalui peningkatan kinerja. 2. Pelaporan kinerja Perseroan. 3. Pemenuhan hak-hak pemegang saham. 4. Pembayaran dividen. 5. Pengungkapan informasi material terkait keberlangsungan usaha secara transparan dan tepat waktu. 6. Pertanggungjawaban tata kelola. 1. Return on investment through improved performance. 2. Corporate performance reporting. 3. Fulfillment of shareholder rights. 4. Dividend payment. 5. Disclosure of material information related to business continuity in a transparent and timely manner. 6. Governance accountability.	1. Penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP), dilaksanakan di awal tahun. 2. Pelaporan berkala kinerja operasi dan keuangan, dilaksanakan per triwulan, per semester, dan per tahun. 3. Rapat Umum Pemegang Saham (RUPS), dilaksanakan satu kali setiap tahun. RUPS Tahunan 2025 dilaksanakan pada 28 April 2025. 4. Pembayaran dividen final tahun buku 2024 dilakukan pada 28 Mei 2025. 5. Penerbitan Laporan Tahunan dan Laporan Keberlanjutan, dilaksanakan satu kali setiap tahun. 6. Pertemuan analis, *one-on-one meeting*, *group investor meeting*, *roadshow*, serta kegiatan lainnya. Pada 2025, kegiatan ini telah dilaksanakan lebih dari 90 kali. 7. Penyelenggaraan Paparan Publik (*Public Expose*). Pada 2025, paparan dilaksanakan sebanyak satu kali. 1. Preparation of the Company Work Plan and Budget (RKAP), conducted at the beginning of the year. 2. Periodic operational and financial performance reporting, conducted quarterly, semi-annually, and annually. 3. Annual General Meeting of Shareholders (AGM), held once per fiscal year. The 2025 Annual GMS have been held on April 28, 2025. 4. Dividend payments. For 2025, dividends paid on May 28, 2025 according to the decision of the Annual GMS. 5. Publication of the Annual Report and Sustainability Report, conducted once per year. 6. Analyst meetings, one-on-one meetings, group investor meetings, roadshows, and other related events. In 2025, these activities were held more than 90 times. 7. The Company organized a Public Expose. In 2025, the Public Expose was conducted once.

Topik Topics		**Metode dan Frekuensi Pelibatan** Method and Frequency of Engagement
**Mitra Usaha dan Pemasok Bisnis	** Business Partners and Suppliers	
Basis Identifikasi Identification Basis	• Ketergantungan • Tanggung Jawab	• Dependency • Responsibility
Hubungan dan kontrak kerja yang transparan, berkeadilan, dan saling menguntungkan. Transparent, fair, and mutually beneficial relationships and employment contracts.		1. Proses tender dan kontrak kerja pengadaan barang dan jasa, dilaksanakan sesuai kebutuhan. Pada 2025, seluruh vendor yang terlibat di Perseroan telah melaksanakan tender sesuai SOP/ kebijakan Perseroan yang berlaku. 2. Evaluasi dilakukan secara berkala sesuai kebutuhan. Pada 2025, evaluasi dilaksanakan terhadap 25 vendor dengan nilai transaksi tertinggi yang mencakup 60% dari total keseluruhan pengadaan. 1. Tender processes and procurement contracts for goods and services, carried out based on the Company's needs. In 2025, all vendors engaged by the Company conducted tender processes in accordance with the applicable SOPs and Company policies. 2. Evaluations are conducted periodically as needed. In 2025, assessments were carried out on 25 vendors with the highest transaction values, representing 60% of the Company's total procurement.
Media		
Basis Identifikasi Identification Basis	Pengaruh Influence	
Penyampaian informasi sesuai prinsip-prinsip keterbukaan informasi dan kebutuhan Perseroan. Information disclosure in accordance with the principles of transparency and the Company's needs.		Pelaksanaan siaran pers, konferensi pers, kunjungan media, dan *gathering*, dilaksanakan sesuai kebutuhan. Pada 2025, Perseroan mempublikasikan 46 materi pemberitaan. Press releases, press conferences, media visits, and media gatherings, conducted as needed. In 2025, the Company published 46 news materials.
**Masyarakat dan Komunitas	** People and Community	
Basis Identifikasi Identification Basis	• Pengaruh • Proksimitas	• Influence • Proximity
Informasi terkait upaya peningkatan kualitas kesehatan. Information related to efforts to improve health quality.		1. Kegiatan promosi dan edukasi kesehatan, dilaksanakan sesuai kebutuhan. 2. Pemenuhan TJSL sesuai kebutuhan. 1. Health promotion and education activities, conducted as needed. 2. CSR fulfillment, as needed.
**Karyawan	** Employees	
Basis Identifikasi Identification Basis	• Ketergantungan • Tanggung Jawab	• Dependency • Responsibility
1. Keselamatan dan Kesehatan Kerja (K3). 2. Hubungan ketenagakerjaan yang kondusif dan pemenuhan hak-hak normatif. 3. Kesetaraan, keberagaman, dan kesempatan dalam pengembangan karier serta proses rekrutmen. 1. Occupational Health and Safety (OHS). 2. Conducive employment relations and fulfillment of normative rights. 3. Equality, diversity, and opportunities in career development and recruitment processes.		1. Sosialisasi internal, dilaksanakan jika terdapat informasi yang perlu disampaikan. 2. Pelatihan, *workshop*, dan *sharing session* yang dilaksanakan sesuai kebutuhan. 3. Penyusunan Perjanjian Kerja Bersama (PKB) disertai dengan pembaharuan (jika diperlukan). PKB yang berlaku di 2025 adalah PKB 2022. 4. Survei kepuasan karyawan setiap tahun sekali. Survei pada 2025 diikuti oleh 2.907 karyawan. 1. Internal dissemination, carried out if there is information that needs to be conveyed. 2. Training, workshops, and sharing sessions carried out as needed. 3. The preparation of Collective Labor Agreement (CLA), including updates where necessary. The CLA applied in 2025 was the 2022 CLA. 4. Employee satisfaction survey once every year. 2,907 employees participated in the 2025 survey.

Privasi dan Pelindungan Data Pelanggan [418-1]
Privacy and Protection of Customer Data

Perseroan terus memperkuat pemanfaatan digitalisasi dan teknologi mutakhir dalam seluruh proses operasionalnya, guna mendukung layanan diagnostik akurat, cepat, dan andal. Penerapan digitalisasi secara holistik memampukan Perseroan memberikan hasil pemeriksaan presisi, layanan terpersonalisasi dan tepat sasaran bagi pelanggan. Pemanfaatan digitalisasi disertai kesungguhan Prodia memberikan keamanan informasi dan pelindungan data, baik bagi Perseroan maupun pelanggan. Langkah yang dilakukan adalah membentuk Gugus Tugas Cyber Security Incident Response Team (CSIRT), sesuai Surat Penunjukan No. 125/S/Intern/XI/2024. Langkah ini merupakan wujud Prodia melindungi data sensitif dan menjamin layanan yang aman bagi masyarakat. Keamanan siber menjadi prioritas utama seiring transformasi digital yang terus berkembang di Perseroan dalam layanan laboratorium dan diagnostik kesehatan. Tim CIRST juga aktif meningkatkan kesadaran melalui pelatihan dan kolaborasi dengan pihak eksternal. Pada 2025, Tim CSRT Prodia ditunjuk Badan Siber dan Sandi Negara (BSSN) sebagai bagian dari Tim Tanggap Insiden Siber (TTIS/CSIRT) Nasional.

The Company continues to strengthen the use of digitalization and cutting-edge technology in all its operational processes, to support accurate, fast, and reliable diagnostic services. The holistic implementation of digitalization enables the Company to provide precise examination results, personalized and targeted services for customers. The digitalization is accompanied by Prodia's commitment to providing information security and data protection, both for the Company and its customers. Therefore, the Company formed a Cyber Security Incident Response Team (CSIRT) Task Force, in accordance with Appointment Letter No. 125/S/Intern/XI/2024. The task force formation demonstrates Prodia's commitment to protecting sensitive data and ensuring secure services for the public. Cybersecurity is a top priority as the Company continues to develop digital transformation in laboratory and health diagnostic services. The CIRST team is also actively raising awareness through training and collaboration with external parties. In 2025, Prodia's CSRT Team was appointed by the National Cyber and Crypto Agency (BSSN) as part of the National Cyber Incident Response Team (TTIS/CSIRT).

Sepanjang 2025, Perseroan juga menjalankan berbagai inisiatif strategis dan operasional guna memperkuat keamanan informasi serta pelindungan data, di antaranya peningkatan kapabilitas Tim CSIRT, penguatan infrastruktur keamanan teknologi informasi, peningkatan tata kelola data dan kepatuhan regulasi, peningkatan kesadaran keamanan informasi di seluruh organisasi, serta audit dan penilaian keamanan secara berkala disertai penguatan *back-up*, pemulihan dan ketahanan sistem. Selain penguatan aspek teknis dan tata kelola, pada 2025, Perseroan juga kembali meningkatkan kesadaran keamanan informasi di seluruh organisasi melalui pelatihan menyeluruh dan program sosialisasi Pelindungan Data Pribadi yang dilaksanakan oleh Data Protection Officer (DPO) dan Tim CSIRT secara lintas fungsi, guna membangun budaya keamanan informasi yang kuat dan berkelanjutan.

Throughout 2025, the Company also implemented various strategic and operational initiatives to strengthen information security and data protection, including enhancing the capabilities of the CSIRT Team, strengthening information technology security infrastructure, improving data governance and regulatory compliance, increasing information security awareness throughout the organization, and conducting regular security audits and assessments along with strengthening system backup, recovery, and resilience. In addition to strengthening technical and governance aspects, in 2025, the Company further enhanced information security awareness across the organization through comprehensive training and cross-functional Personal Data Protection awareness programs conducted by the Data Protection Officer (DPO) and the CSIRT Team, with the aim of fostering a strong and sustainable information security culture.

Kesungguhan Prodia menerapkan keamanan siber dan data menjadikan tidak ada laporan/keluhan/pengaduan maupun sanksi/denda terkait dugaan kebocoran, pencurian, penyalahgunaan data pelanggan, maupun pelanggaran privasi pelanggan selama 2025. [HC-DY-230A.3][HC-DY-230A.4]

Prodia's commitment to implementing cyber and data security resulted in no reports/complaints/grievances or sanctions/fines related to alleged leaks, theft, misuse of customer data, or breach of customer privacy during 2025. [HC-DY-230A.3][HC-DY-230A.4]

Transformasi Digital
Digital Transformation

Transformasi Bisnis Digital
Digital Business Transformation

Sumber Pendapatan Baru dengan Pengalaman Pelanggan yang Lebih Baik
New Revenue Stream with Better Customer Experience



Inovasi Produk untuk Menyediakan Jenis Pemeriksaan Laboratorium yang Lengkap
Product Innovation to Provide Complete Type of Lab Tests



Kegiatan Pemasaran dan Edukasi
Marketing and Education Activities



Peningkatan Gedung dan Fasilitas Layanan
Upgraded Building & Service Facilities

Perjalanan Pasien
Patient Journey

U by Prodia

Ekosistem Layanan Kesehatan Digital
Digital Healthcare Ecosystem



- Lab Test & Home Service
- Online Lab Test Results
- Health Score
- Health Shop & Prescription
- Health Plan
- Offline Doctor Consultation
- Vaccination
- Metabolic Health Management (Met-U)
- Loyalty Voucher

Pusat Kontak Profesional
Professional Contact Centre

- Call Centre 1500-830
- Chat WhatsApp 0855-1500-830
- Chat bot TANIA (Tanya Prodia)

KONTAK Prodia
Prodia.co.id 1500 830

Kiosk, Loyalty, Electronic Health Record

Perjalanan Dokter
Doctor Journey

Prodia for Doctor



- Online Referrals
- Online Chat
- Online Results
- Event Registration
- Research Registration
- E-Prescription
- Electronic Medical Record
- Chat with Colleagues
- Chat with Specialist
- Prodia for Doctor Web Version

klinikdigitalku.co.id

Perjalanan Rujukan
Referral Journey

ProdiaLink

Referral Integration & Portal

Perjalanan Klien Korporat
Corporate Client Journey

Corporate Portal

MCU Onsite

Smart Report

ProdiaLink

Pada periode pelaporan, Perseroan melanjutkan melakukan transformasi digital di seluruh lini usaha. Di segmen pelanggan, transformasi digital diwujudkan dengan inovasi digital untuk menghadirkan pengalaman pelanggan yang lebih baik, mempercepat proses layanan, serta menciptakan nilai tambah baru bagi pelanggan. Salah satu inovasi digital adalah aplikasi 'U by Prodia' yang memungkinkan pelanggan mengakses layanan secara lengkap dan mempersingkat proses layanan.

During the reporting period, the Company continued its digital transformation across all business lines. In the customer segment, this digital transformation was realized through digital innovations to elevate customer experience, accelerate service processes, and create new added value for customers. One of digital innovations is the 'U by Prodia' application, which allows customers to access comprehensive services and streamlines the service process.

Di segmen dokter, Perseroan mengembangkan Prodia for Doctor, sebuah ekosistem digital yang memudahkan dokter mengakses hasil pemeriksaan dalam grafik tren, merujuk pasien ke Prodia Lab, serta memperoleh jurnal ilmiah, informasi tes, dan pengelolaan rekam medis elektronik yang aman. [HC-DY-230A.2]

In the physician segment, the Company developed Prodia for Doctor, a digital ecosystem that enables doctors to easily access test results in trend graphs, refer patients to Prodia Labs, and obtain scientific journals, test information, and secure electronic medical record management. [HC-DY-230A.2]

Di segmen korporasi, Perseroan terus memperbarui fitur 'Corporate Portal' untuk meningkatkan nilai tambah layanan Prodia bagi pelanggan korporat. Portal ini dilengkapi dengan kapabilitas analisis dan rekapitulasi hasil *medical check-up* (MCU) yang dapat diakses secara mandiri oleh pelanggan, meningkatkan kecepatan dan efisiensi proses dokumentasi, serta layanan MCU *Onsite Facilitation* yang memungkinkan pemeriksaan kesehatan dilakukan langsung di lokasi kerja. Bagi pelanggan rujukan, Perseroan menghadirkan *Referral Portal* yang berfungsi untuk meningkatkan kecepatan dan efisiensi proses rujukan. Prodia juga bekerja sama dengan penyedia layanan transportasi pihak ketiga untuk memungkinkan layanan penjemputan sampel yang lebih cepat dan praktis bagi pelanggan.

In the corporate segment, the Company continues to update its 'Corporate Portal' feature to enhance the added value of Prodia's services for corporate customers. This portal is equipped with analysis and recapitulation capabilities for MCU results, which customers can access independently, increasing the speed and efficiency of the documentation process. It also includes an MCU Onsite Facilitation service that allows medical examinations to be conducted directly at the workplace. For referred clients, the Company offers a Referral Portal to speed up and streamline the referral process. Prodia also collaborates with third-party transportation service providers to enable faster and more convenient sample pickup services for customers.



Referensi POJK No. 51/POJK.03/2017 atau SEOJK No. 16/ SEOJK.04/2021, Indeks Isi Standar GRI dan SASB: *Health Care Delivery*, serta Pelaporan ESG Sistem Pelaporan IDX

POJK No. 51/POJK.03/2017 or SEOJK No. 16/SEOJK.04/2021 References, GRI Standards and SASB: Health Care Delivery, and ESG Reporting Indicators IDX Reporting System

Referensi POJK No. 51/POJK.03/2017 dan SEOJK No. 16/SEOJK.04/2021 [G.4]

POJK No. 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021 References

No.	Pengungkapan Disclosure	Lokasi Location
Strategi Keberlanjutan Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Explanation on Sustainability Strategy	9-10
Ikhtisar Kinerja Aspek Keberlanjutan Performance Overview on Sustainability Aspects		
B.1	Aspek Ekonomi Economic Aspects	4, 26-27
B.2	Aspek Lingkungan Hidup Environmental Aspects	4, 28-29
B.3	Aspek Sosial Social Aspects	5, 30
Profil Perusahaan Company Profile		
C.1	Visi, Misi dan Nilai Keberlanjutan Vision, Mission, and Values of Sustainability	6-7
C.2	Alamat Perusahaan Company's Address	57
C.3	Skala Usaha Enterprise Scale	57-58, 64-65
C.4	Produk, Layanan dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities	59
C.5	Keanggotaan pada Asosiasi Membership of Association	60
C.6	Perubahan Signifikan Significant Changes	63
Penjelasan Direksi Board of Directors Statement		
D.1	Penjelasan Direksi Board of Directors Statement	32-39

No.	Pengungkapan Disclosure	Lokasi Location
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Responsible Party related to Sustainable Finance Implementation	12-15, 129
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan Competency Development related to Sustainable Finance	14, 114
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment for the Application of Sustainable Finance	138-139
E.4	Hubungan dengan Pemangku Kepentingan Stakeholders Engagement	139-141
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems Encountered on Sustainable Finance	138-139
Kinerja Keberlanjutan Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan Building a Sustainability Culture	11
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Targets To Performance Of Production, Portfolio, Financing Targets, or Investments, Revenue as well as Profit and Loss	66
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Target to Performance of Portfolio, Financing Target, or Investments in Financial Instruments or Projects in line with the Implementation of Sustainable Finance	66-67
Kinerja Lingkungan Hidup Environmental Performance		
Aspek Umum General Aspect		
F.4	Biaya Lingkungan Hidup Environmental Costs	81
Aspek Material Material Aspect		
F.5	Penggunaan Material yang Ramah Lingkungan Usage of Environmentally Friendly Materials	77-78
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	84
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	85
Aspek Air Water Aspect		
F.8	Penggunaan Air Water Usage	85-86

No.	Pengungkapan Disclosure	Lokasi Location
Aspek Keanekaragaman Hayati Biodiversity Aspects		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts from Operational Areas that are Near or Located in Conservation Areas or have Biodiversity	92
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	92
Aspek Emisi Emission Aspect		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Total and Intensity of Emissions Generated by Type	83-84
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievements of Emission Reduction Made	85
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	88-90
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	88-91
F.15	Tumpahan yang Terjadi (jika ada) Occurring Spills (if any)	91
Aspek Pengaduan terkait Lingkungan Hidup Complaint Aspects related to the Environment Aspect		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	102-103
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Services on Equal Products and/or Services to Consumers	119
Aspek Ketenagakerjaan Employment Aspect		
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	111
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	107-108
F.20	Upah Minimum Regional Regional Minimum Wage	108
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Work Environment	107-118, 121-127
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capability Training and Development	113
Aspek Masyarakat Community Aspect		
F.23	Dampak Operasi terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	69, 94-95

No.	Pengungkapan Disclosure	Lokasi Location
F.24	Pengaduan Masyarakat Community Complaints	102-103
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Social Responsibility (CSR)	96-102
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development		
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	72-74
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services That Have Been Evaluated for Safety for Customers	68-69, 118-119
F.28	Dampak Produk/Jasa Product/Service Impact	69, 118-119
F.29	Jumlah Produk yang Ditarik Kembali Number of Product Recalls	68-69
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Financial Products and/or Services	31, 69
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Party (if any)	42
G.2	Lembar Umpan Balik Feedback Form	145
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Responses to Feedback on the Previous Year's Sustainability Report	42
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies	159

Indeks Isi Standar Global Reporting Initiative (GRI)
Global Reporting Initiative (GRI) Standards Content Index

Pernyataan Penggunaan Statement of Use	PT Prodia Widyahusada Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2025 dengan referensi pada Standar GRI. PT Prodia Widyahusada Tbk has reported the information cited in this GRI content index for the period 1 January–31 December 2025 with reference to the GRI Standards.
GRI 1 yang Digunakan GRI 1 Used	GRI 1: Foundation 2021

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail organisasi Organizational details	57, 58
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan Entities within the organization's sustainability reporting	42
	2-3	Periode pelaporan, frekuensi, dan kontak Reporting period, frequency, and contact point	42, 43
	2-4	Pernyataan ulang informasi Restatements of information	42, 65, 84
	2-5	Jaminan eksternal External assurance	42
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain, and other business relationships	59
	2-7	Karyawan Employees	64
	2-8	Pekerja yang bukan karyawan Workers who are not employees	64
	2-9	Struktur dan komposisi tata kelola Governance structure and composition	12, 129-130
	2-10	Nominasi dan pemilihan badan tata kelola tertinggi Nomination and selection of the highest governance body	130
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body	12, 129
	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts	15, 131
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	13, 131
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjuta Role of the highest governance body in sustainability reporting	131
	2-15	Konflik kepentingan Conflicts of interest	136
	2-16	Komunikasi hal-hal penting Communication of critical concerns	137
	2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance body	14, 114
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	133
	2-19	Kebijakan remunerasi Remuneration policies	131
	2-20	Proses menentukan remunerasi Process to determine remuneration	131

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	131
	2-22	Pernyataan tentang strategi pembangungan berkelanjutan Statement on sustainable development strategy	8, 32
	2-23	Komitmen kebijakan Policy commitments	110
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	96, 97
	2-25	Proses untuk memulihkan dampak negatif Processes to remediate negative impacts	94
	2-26	Mekanisme pemberian umpan balik/saran dan kekhawatiran Mechanisms for seeking advice and raising concerns	135, 137
	2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	134
	2-28	Keanggotaan Asosiasi Membership associations	60
	2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement	139
	2-30	Perjanjian kerja bersama Collective bargaining agreements	110
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	Proses menentukan topik material Process to determine material topics	43
	3-2	Daftar topik material List of material topics	44
	3-3	Manajemen topik material Management of material topics	44-48
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	67
	201-2	Implikasi finansial akibat perubahan iklim Financial implications due to climate change	21, 22
	201-3	Kewajiban pada program imbalan pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	117
	201-4	Bantuan finansial dari pemerintah Financial assistance from government	67
GRI 202: Keberadaan Pasar 2016 GRI 202: Market Presence 2016	202-1	Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	108
GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investment and services supported	96, 97
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impact	96, 97

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok local Proportion of spending on local suppliers	78
GRI 205: Antikorupsi 2016 GRI 205: Anti-corruption 2016	205-1	Operasi yang dinilai memiliki risiko korupsi Operations assessed for risks related to corruption	136
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	136
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	136
GRI 206: Perilaku Anti-persaingan 2016 GRI 206: Anti-competitive Behavior 2016	206-1	Langkah-langkah hukum untuk perilaku antipersaingan, praktik antipakat, dan monopoli Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	75
GRI 301: Material 2016 GRI 301: Materials 2016	301-1	Material yang digunakan berdasarkan berat dan volume Materials used by weight or volume	78
	301-2	Material input dari daur ulang yang digunakan Recycled input materials used	78
	301-3	Produk pemerolehan ulang dan material kemasannya Reclaimed products and their packaging materials	78
GRI 103: Energi 2025 GRI 103: Energy 2025	103-1	Kebijakan dan komitmen energi Energy policies and commitments	82-83
	103-2	Konsumsi energi dan pembangkit energi sendiri di dalam organisasi Energy consumption and self-generation within the organization	83, 84
	103-3	Konsumsi energi hulu dan hilir Upstream and downstream energy consumption	83, 84
	103-4	Intensitas energi Energy intensity	83, 84
	103-5	Pengurangan konsumsi energi Reduction in energy consumption	85
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	85
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	85
	303-3	Pengambilan air Water withdrawal	86
	303-4	Pembuangan air Water discharge	87
	303-5	Konsumsi air Water consumption	86

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
GRI 101: Keanekaragaman Hayati 2024 GRI 101: Biodiversity 2024	101-1	Kebijakan untuk menghentikan dan membalikkan kehilangan keanekaragaman hayati Policies to halt and reverse biodiversity loss	92
	101-2	Pengelolaan dampak keanekaragaman hayati Management of biodiversity impacts	91
	101-3	Akses dan pembagian manfaat Access and benefit-sharing	92
	101-4	Identifikasi dampak keanekaragaman hayati Identification of biodiversity impacts	92
	101-5	Lokasi dengan dampak keanekaragaman hayati Locations with biodiversity impacts	92
	101-6	Faktor langsung penyebab kehilangan keanekaragaman hayati Direct drivers of biodiversity loss	92
	101-7	Perubahan kondisi keanekaragaman hayati Changes to the state of biodiversity	92
	101-8	Layanan ekosistem Ecosystem services	92
GRI 102: Perubahan Iklim 2025 GRI 102: Clinate Change 2025	102-1	Rencana transisi untuk mitigasi perubahan iklim Transition plan for climate change mitigation	82
	102-2	Rencana adaptasi perubahan iklim Climate change adaptation plan	82
	102-3	Transisi yang adil Just transition	82
	102-4	Target dan kemajuan pengurangan emisi gas rumah kaca (GRK) GHG emissions reduction targets and progress	82
	102-5	Emisi GRK Cakupan 1 Scope 1 GHG emissions	83, 84
	102-6	Emisi GRK Cakupan 2 Scope 2 GHG emissions	83, 84
	102-7	Emisi GRK Cakupan 3 Scope 3 GHG emissions	83
	102-8	Intensitas emisi GRK GHG emissions intensity	83
	102-9	Penghapusan GRK dalam rantai pasok GHG removals in the value chain	83
	102-10	Kredit karbon Carbon credits	83
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	89
	306-2	Manajemen dampak signifikan terkait limbah Management of significant waste-related impacts	89
	306-3	Timbulan limbah Waste generated	90
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	90
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	90

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
GRI 308: Penilaian Lingkungan Pemasok 2016 GRI 308: Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan kriteria lingkungan New suppliers using environmental criteria	77
	308-2	Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang diambil Negative environmental impacts in the supply chain and actions taken	77
GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	64, 107
	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	108
	401-3	Cuti melahirkan Parental leave	109
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	121
	403-2	Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	122-123
	403-3	Layanan kesehatan kerja Occupational health service	122
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	125
	403-5	Pelatihan pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety	126
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	122
	403-7	Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts linked by business relationships	123
	403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	121
	403-9	Kecelakaan kerja Work-related injuries	127
	403-10	Penyakit Akibat Kerja Work-related ill health	127
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan pertahun per karyawan Average hours of training per year per employee	113
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	113, 117
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	111

Standar GRI GRI Standards	**Indikator** Indicators	**Pengungkapan** Disclosure	**Lokasi (Halaman)** Location (Pages)
GRI 405: Keanekaragaman dan Peluang Setara 2016 GRI 405: Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	64, 111
	405-2	Rasio gaji pokok dan remunerasi perempuan dengan laki-laki Ratio of basic salary and remuneration of women to men	108
GRI 406: Nondiskriminasi GRI 2016 Non-discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	111
GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Risiko hak kebebasan berserikat dan perundinagn kolektif pada operasi dan pemasok Risk to the right to freedom of association and collective bargaining in operations and suppliers	110
GRI 408: Pekerja Anak 2016 GRI 408: Child Labor 2016	408-1	Risiko signifikan terkait pekerja anak pada operasi dan pemasok Significant risks related to child labour at operations and suppliers	107
GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016	409-1	Risiko kerja paksa atau wajib kerja pada operasi dan pemasok Forced or compulsory labour risks at operations and suppliers	108
GRI 410: Praktik Keamanan 2016 GRI 410: Security Practices 2016	410-1	Pelatihan kebijakan atau prosedur hak asasi manusia pada petugas keamanan Human rights policy or procedure training for security officers	110
GRI 413: Masyarakat Setempat 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	94, 96, 97
	413-2	Operasi yang memiliki atau berpotensi menimbulkan dampak negatif signifikan kepada maysarakat setempat Operations that have or potentially cause significant adverse impacts on the local community	94, 96, 97
GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016	414-1	Kriteria sosial sebagai seleksi pemasok baru Social criteria for new supplier screening	110, 122
	414-2	Dampak sosial negatif dalam rantai pasokan dan tindakan yang diambil Negative social impacts in the supply chain and actions taken	110
GRI 416: Keselamatan dan Kesehatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan pada produk dan jasa Assessment of the health and safety impacts of product and service	118
	416-2	Insiden ketidakpatuhan terkait dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	118

Standar GRI GRI Standards	Indikator Indicators	Pengungkapan Disclosure	Lokasi (Halaman) Location (Pages)
GRI 417: Pemasaran dan Pelabelan 2016 GRI 417: Marketing and Labeling 2016	417-1	Persyaratan untuk pelebelan dan informasi produk dan jasa Requirements for product and service information and labelling	120
	417-2	Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa Incidents of non-compliance concerning product and service information and labelling	120
	417-3	Insiden ketidakpatuhan terkait komunikasi pemasaran Incidents of non-compliance concerning marketing communications	120
GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016	418-1	Pengaduan pelanggan terkait privasi pelanggan dan kehilangan data pelanggan Customer complaints related to customer privacy and loss of customer data	142

Sustainability Accounting Standards Board (SASB): Health Care Delivery

Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
	Manajemen Energi Energy Management	
HC-DY-130a.1	(1) Total energi yang dikonsumsi, (2) persentase listrik jaringan, dan (3) persentase energi terbarukan (1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	28, 84
	Pengelolaan Limbah Waste Management	
HC-DY-150a.1	Jumlah total limbah medis: persentase (a) dibakar, (b) didaur ulang atau diolah, dan (c) ditimbun Total amount of medical waste: percentage (a) incinerated, (b) recycled or treated and (c) landfilled	28, 89
	Privasi Pasien & Catatan Kesehatan Elektronik Patient Privacy & Electronic Health Records	
HC-DY-230a.2	Deskripsi kebijakan dan praktik untuk mengamankan catatan data kesehatan pribadi pelanggan dan data pribadi lainnya Description of policies and practices to secure customers' personal health data records and other personal data	144
HC-DY-230a.3	(1) Jumlah pelanggaran data, (2) persentase yang melibatkan (a) data pribadi saja dan (b) data kesehatan pribadi, (3) jumlah pelanggan yang terkena dampak di setiap kategori, (a) data pribadi saja dan (b) data kesehatan pribadi (1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected in each category, (a) personal data only and (b) personal health data	143
HC-DY-230a.4	Jumlah total kerugian moneter sebagai akibat dari sebagai akibat dari proses hukum yang terkait dengan keamanan dan privasi data Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	143

Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
	Kecurangan & Prosedur yang Tidak Perlu Fraud & Unnecessary Procedures	
HC-DY-510a.1	Jumlah total kerugian moneter sebagai akibat dari proses hukum yang terkait dengan penipuan medis Total amount of monetary losses as a result of legal proceedings associated with medical fraud	136

Pelaporan ESG Sistem Pelaporan IDX
ESG Reporting Indicators IDX Reporting System

Kinerja Performance	Kode Code	Nama Metrik Metric Name	Halaman Page(s)
Lingkungan Environment	E-01	Laporan Emisi Gas Rumah Kaca Greenhouse Gas Emissions Report	84
	E-02	Intensitas Emisi Gas Rumah Kaca Greenhouse Gas Emission Intensity	84
	E-03	Konsumsi Energi Listrik Electricity Energy Consumption	83, 84
	E-04	Konsumsi Air Water Consumption	85, 86
	E-05	Limbah yang Dihasilkan Waste Generated	88, 90
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission Company Commitment to Achieve Net Zero Target Emission	85
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca Company Commitment to Reduce Gas Emissions Greenhouse Gas Emissions	85
Sosial Social	S-01	Kesetaraan Gender Gender Equality	111
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur Employees by Gender and Age Group	64-65
	S-03	Tingkat Pergantian Pegawai Employee Turnover Rate	107
	S-04	Jumlah Pegawai Sementara Number of Temporary Employees	64
	S-05	Pelatihan dan Pengembangan Pegawai Employee Training and Development	113
	S-06	Jumlah Kecelakaan Kerja Number of Work Accidents	127
	S-07	Kejadian Pelanggaran Hak Asasi Manusia Number of Work Accidents	110-112
	S-08	Kebijakan Pelecehan Seksual dan/atau Nondiskriminasi Sexual Harassment and/or Non-discrimination Policy	110-112
	S-09	Kebijakan Mengenai Hak Asasi Manusia Human Rights Policy	110-112
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa Child and/or Forced Labor Policy	107, 108

Kinerja Performance	**Kode** Code	**Nama Metrik** Metric Name	**Halaman** Page(s)
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak Diberikan kepada Seluruh Karyawan Policy on Occupational Health and Safety and Safe and Appropriate Working Environment provided to all employees	121-122
	S-12	Tanggung Jawab Sosial dan Lingkungan Corporate Social Responsibility	96-102
Tata Kelola Governance	G-01	Keberagaman Manajemen dan Independensi Management Diversity and Independence	65
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan Total Attendance of Directors and Commissioners to Board Meetings	132-133
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO Chairman of the Board and CEO Separation Policy	129-130
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris Board of Directors and Commissioners Appraisal Policy	133
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris Board Training Policy	14
	G-06	Kriteria Khusus Pemilihan Dewan Specific Criteria for Board Selection	130
	G-07	Kode Etik dan/atau Anti-Korupsi Code of Conduct and/or Anti-Corruption	134-141
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham Policy on Fair Treatment of Shareholders	137
	G-09	Pencegahan Konflik Kepentingan Prevention of Conflict of Interest	136-137

Dukungan terhadap TPB
Support for SDGs

TPB | SDGs	**Halaman** | Pages
	36, 49, 72, 98, 108
	49, 99
	18, 50, 108, 96-102, 121

TPB | SDGs	**Halaman** | Pages
	14, 92, 103, 113-117, 126
	5, 30, 51, 111
	51, 79, 85-88
	19, 25, 52, 82-84
	52, 121-122, 125-127
	53, 65
	53, 108-109
	54, 88-91
	68-69, 118-119
	54, 82-85
	92
	N/A
	55, 110-112, 135-137
	56, 72-74, 143-44

Lembar Umpan Balik [G.2]
Feedback Form

Laporan Keberlanjutan 2025 PT Prodia Widyahusada Tbk telah memberikan gambaran mengenai kinerja keberlanjutan Perseroan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara sekalian atas Laporan Keberlanjutan ini, baik melalui e-mail atau formulir ini.

The 2025 Sustainability Report of PT Prodia Widyahusada Tbk has provided an overview of the Company's sustainability performance. We look forward to receiving inputs from you on this Sustainability Report either by email or on this form.

Profil Anda | Your Profile

Nama (bila berkenan) | Name (if you please) : .....

Institusi/Perusahaan | Institution/Company : .....

E-mail : .....

Golongan Pemangku Kepentingan | Stakeholders Group

Pemegang Saham | Shareholders

Pelanggan | Consumers

Karyawan | Employees

Mitra Usaha dan Pemasok | Business Partners and Suppliers

Masyarakat dan Komunitas | People and Community

Media

Pemerintah | Government

Lain-lain | Others

Mohon pilih jawaban yang paling sesuai: | Please choose the most appropriate answer:

a. Laporan ini mudah dimengerti: | This report was easy to understand:
   O Tidak Setuju | Disagree O Netral | Neutral O Setuju | Agree

b. Laporan ini sudah menggambarkan informasi aspek material yang sesuai dengan kegiatan usaha Perseroan:
   The report describes the Company's relevant material topics according to its business:
   O Tidak Setuju | Disagree O Netral | Neutral O Setuju | Agree

c. Mohon berikan penilaian untuk topik material yang paling penting menurut anda (nilai 1 = paling tidak penting s/d 5 = paling penting)
   Please score the material topics you consider as important (score 1 = least important to 5 = most important)

- Layanan Unggul, Inklusif, dan Inovasi Bertanggung Jawab [ ]
  Service Excellence, Inclusive and Responsible Innovation
- Transformasi Digital, Keamanan Siber dan Kepercayaan Pelanggan [ ]
  Digital Transformation, Cybersecurity and Customer Trust
- Kesejahteraan Pekerja dan Budaya Keberlanjutan [ ]
  Employee Well-being and Sustainable Culture
- Layanan Kepedulian Sosial | Sosial Care Services [ ]
- Material Ramah Lingkungan dan Pengadaan Berkelanjutan [ ]
  Green Materials and Sustainable Procurement
- Pengelolaan Air, Energi, dan Limbah [ ]
  Water, Energy, and Waste Management [ ]

d. Saran atau informasi terkait Laporan: | Other suggestions or information related to the Report:
   .....

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim melalui surat elektronik kepada kontak yang tertera di Laporan ini, atau langsung ke:
Thank you for your feedback. Please send the feedback form via email to please kindly send this feedback form to the contact mentioned in this Report, or directly send to:

MARINA EKA AMALIA

AVP Legal, Investor Relation & Corporate Secretary

Telp | Phone:
(021) 314 4182 ext. 3816

Surel | E-mail:
corporate.secretary@prodia.co.id

Website
www.prodia.co.id

2025
Laporan Keberlanjutan
Sustainability Report

PT Prodia Widyahusada Tbk.

Kantor Pusat | Head Office
Jl. Kramat Raya No. 150
Jakarta Pusat 10430
021 3144182
www.prodia.co.id