

4. The Board of Commissioners shall ensure that the Annual Reports of the Company contains information regarding identities, main occupations, positions of members of the Board of Commissioners in other companies, including meetings held within a fiscal year (internal meetings or joint meetings with the Board of Directors), as well as honoraria, facilities, and/or other benefits received from the relevant Company.

I. ETHICS OF OFFICE OF MEMBERS OF THE BOARD OF COMMISSIONERS

1. Ethics related to Role Modeling

Members of the Board of Commissioners must encourage ethical behavior and uphold standards of ethics in the Company by, among others, making themselves role models for the Board of Directors and employees of the Company.

2. Ethics of Compliance with Laws and Regulations

Members of the Board of Commissioners must comply with the applicable laws and regulations, the Articles of Association and Guidelines for Good Corporate Governance and corporate policies stipulated.

3. Ethics regarding Information Transparency and Confidentiality

Members of the Board of Commissioners must disclose information in accordance with the provisions of the applicable laws and regulations and shall constantly maintain the confidentiality of information entrusted to them in accordance with the provisions of laws and regulations and/or Company regulations.

4. Ethics Relating to the Company's Opportunities

During their tenure, Members of the Board of Commissioners shall be prohibited from:

- a. Taking the Company's business opportunities for their own advantage, the advantage of their families, business groups and/or other parties.
- b. Abusing the Company's assets, information or their positions as Members of the Board of Commissioners for personal interests beyond the provisions of laws and regulations as well as the applicable policies of the Company.
- c. Competing with the Company, namely by abusing inside information to get advantage for the interests of others and not the interests of the Company.

- d. Taking personal advantage of the Company's activities, other than salary and benefits received as members of the Board of Commissioners of the Company as determined by the GMS.
- e. Taking opportunities for business transactions with parties whose funds are suspected to originate from money laundering activities. To that end, comprehensive understanding on the identities and reputation of prospective partners is imperative. In addition, references from third parties will provide additional information.

5. Business Ethics and Anti-Corruption

Members of the Board of Commissioners must at all times prevent and refrain from committing practices of corruption, gratification, money laundering, and bribery in any ways, forms and/or for any interest believed and considered harmful to the Company.

Several matters prohibited for members of the Board of Commissioners shall include but not limited to the following:

- a. Members of the Board of Commissioners shall be prohibited from giving or offering to, or receiving either directly or indirectly something of value

from a customer or an official/employee of a government agency to influence or in return for an act and other acts according to the applicable laws and regulations.

- b. They shall be forbidden to give tokens of gratitude in business activities such as gifts, donations or entertainment, given at circumstances that can be considered as gratification and/or inappropriate acts.

6. Ethics Regarding Conflicts of Interest

- a. A transaction that requires the written approval of the Board of Commissioners shall be considered to contain a conflict of interest if such member of the Board of Commissioners is linked to the Related Parties which shall include:

- (i) Parties having family relations due to marriage and descendant up to the second degree (including in-laws) either horizontally or vertically with the members of the Board of Commissioners;

or

- (ii) The company or body in which the members of the Board of Commissioners or their families (as referred to in point i

above) serve as Commissioners (in case of non-limited liability company - other equivalent positions) or are the controlling shareholders (in case of non-limited liability company - other equivalent positions) or are the main shareholders (in case of non-limited liability company - other equivalent positions).

b. In the event that a member of the Board of Commissioners is involved in a Transaction with Conflict of Interest, the member of the Board of Commissioners must disclose it, and shall not act as the Chairperson in a GMS which decides the transaction with Conflict of Interest and shall not be allowed to participate in the making of the decision to approve or disapprove a transaction that must obtain the written approval of the Board of Commissioners proposed by the Board of Directors. Accordingly, the GMS will be chaired by other members of the Board of Commissioners who do not have a conflict of interest to be appointed by the Board of Commissioners. However, if all members of the Board of Commissioners have conflicts of

interest, the GMS will be chaired by the President Director or by other members of the Board of Directors who do not have conflicts of interest, and if there is no member of the Board of Directors that meets the requirements, the GMS will be chaired by a non-controlling (minority) shareholder appointed by the shareholders being present in the GMS.

c. In addition, classified as Related Parties shall be companies or entities incorporated in a business group in which a member of the Board of Commissioners and his/her family (as referred to in letter a above) serves as a Commissioner in one of the companies or entities in the business group.

In such case, member of the Board of Commissioners deemed to have a conflict of interest shall not be allowed to participate in the making of the decision to approve or disapprove a transaction that must obtain the written approval of the Board of Commissioners proposed by the Board of Directors.

J. SUPPORTING ORGANS OF THE BOARD OF COMMISSIONERS