

iii. Risk, Compliance and Revenue Assurance Committee;

iv. Disclosure Committee;

v. Procurement Committee;

vi. Pricing Committee.

b. Other committees than the Executive Committee, which shall consist of the following:

i. Compliance and Discipline Ethics Committee, abbreviated as KEKD;

ii. Investigation Committee;

iii. Hedging Committee.

With the duties of authority, duties and responsibilities as stipulated in a separate Company regulation

M. ETHICS OF OFFICE OF MEMBERS OF THE BOARD OF DIRECTORS

1. Ethics related to Role Modeling

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

2. Ethics of Compliance with Laws and Regulations

Members of the Board of Directors 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 Directors 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 Directors 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 Directors 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 using inside information to gain 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 Directors 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 result in additional information.

5. Business Ethics and Anti-Corruption

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

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

- a. Members of the Board of Directors 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. Members of the Board of Directors shall be prohibited from giving 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

Related Parties shall include:

a. Related Parties shall include:

- (i) Parties having family relations due to marriage and the offspring up to the second degree (including in-laws) either horizontally

or vertically with the members of the Board of Directors; or

- (ii) The company or body in which the members of the Board of Directors or their families (as referred to in point 6.a.i above) serve as Directors (in case of non-limited liability company, other equivalent positions) or are 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).

In the event that a member of the Board of Directors has relations with the Related Parties as referred to in point 6, the voting rights of the members of the Board of Directors will not be taken into account in the decision making to do a transaction.

b. Among members of the Board of Directors and between members of the Board of Directors and members of the Board of Commissioners there shall be no family relations up to the 3rd (third) degree, both in a vertical line downwards and a horizontal line, including family relations arising from marriage (in-laws). In the

event of such a situation, the GMS shall be authorized to dismiss one of them.

c. A member of the Board of Directors shall not be authorized to represent the Company in the following events:

(i). There occurs a case before the Court between the Company and the relevant member of the Board of Directors; or

(ii). The relevant member of the Board of Directors concerned has a conflict of interest with the Company.

d. In the event of the situation as referred to in point c above, those entitled to represent the Company shall be:

(i). Other members of the Board of Directors that do not have a conflict of interest with the Company appointed by other members of the Board of Directors who do not have a conflict of interest

(ii). The Board of Commissioners, in the event that all members of the Board of Directors have a conflict of interests with the Company; or

(iii). Other parties appointed by the GMS, in the event that all members of the Board of Directors or the Board of Commissioners have a conflict of interest with the Company.

e. In the event that all members of the Board of Directors have a conflict of interest with the Company and there is no member of the Board of Commissioners, the Company shall be represented by another party appointed by the GMS.

N. CONFIDENTIALITY AND INFORMATION DISCLOSURE

1. Information disclosure must be done accurately and in a timely manner according to the applicable regulations pertaining to all important information of the Company.
2. The improvement of the implementation of information disclosure can be done through several measures as follows:
 - a. Utilization of information technology more widely in addition to the website as the information disclosure media;
 - b. Annual Reports of the Company.