

allowances received from the relevant Company.

**I. THE WORK ETHICS OF THE MEMBERS OF THE BOARD OF COMMISSIONERS**

1. The Work Ethic related to the Exemplary

The Board of Commissioners must encourage the creation of ethical behavior and uphold the ethical standard at the Company, one of the methods is by making himself as the role model for the Board of Directors and the employees of the Company.

2. The Compliance Ethic Towards the Laws and Regulations

The Board of Commissioners will be obliged to comply with the prevailing laws and regulations, the Articles of Association and the Guidelines of Good Corporate Governance as well as the policies of the Company which have been stipulated.

3. The Ethic Related to Information Disclosure and Confidentiality

The Board of Commissioners must disclose the information in accordance with the provisions of the prevailing laws and regulations and always maintain the confidentiality of the information entrusted to it in accordance with the provisions of the laws and regulations and/or the provisions of the Company.

4. The Ethic Related to the Opportunity of the Company

During their term of office, the Board of Commissioners is prohibited to:

- a. Take business opportunity of the Company for the interest of his own, his family, his business group and/or other parties.
- b. Use the assets of the Company, the information of the Company or his position as a Member of the Board of Commissioners for his personal interest outside the provisions of the laws and regulations as well as the prevailing provisions of the Company.
- c. Compete with the Company, which is using the inside knowledge/information to obtain profit for the interest of other than the interest of the Company.
- d. Gain personal profit from the activities of the Company, other than the salary and facilities received as a member of the Board of Commissioners of the Company, stipulated by the GMS.
- e. Take business transaction opportunity with the parties whose funds are suspected to derive from money laundering activities. Therefore, comprehensive understanding regarding who, how and the reputation of the prospective working partner aforesaid is very crucial. In addition, there is a reference from the third party who will also provide additional information.

5. The Business Ethic and Anti-Corruption

The members of the Board of Commissioners must always prevent and avoid from monopoly practices and unfair business competition, corruption, gratification, money laundering, bribery, practices of abuse of power and position, abuse of opportunities or facilities vested in his position in the manner, in the form, and/or for any interest whatsoever believed and considered could be detrimental to the Company.

Several matters which are prohibited for the members of the Board of Commissioners are including,

