

Anti-Bribery Policy

Purpose

For Indika Energy, good corporate governance (GCG) is an important part of how we do business and ensure the continuity and sustainability of the Group. One of the ways we implement good corporate governance is by maintaining a culture of ethics and compliance, including addressing the risk of bribery and corruption.

The Anti-Bribery Policy sets out the key elements of our approach and commitments to the prevention of bribery and other forms of corruption.

Scope

This policy applies in all locations where the Company operates, including all individuals who work at all levels and third parties working with the Company, including suppliers, vendors, and contractors.

Our Commitments

PT Indika Energy Tbk. (the Company) is committed to:

- **Do business** in an honest and ethical manner.
- **Not tolerate** any form of bribery or corruption.
- **Act professionally**, fairly and with integrity in all our business dealings and relationships with our partners and vendors.
- **Comply with** the requirements set out in ISO 37001:2016 Anti Bribery Management System and other prevailing regulations related to bribery, corruption, collusion and nepotism.
- **Continually improve** our Anti-Bribery Management System.

Details

The Board of Commissioners, the Board of Directors and Employees of the Company will, and will cause all related parties doing business with the Company to comply with following policy:

1. Prohibit bribery (of any forms) to offer, promise, give, accept or solicit an improper advantage of any value to any parties for any purposes.
2. Prohibit to receive/give or being proposed/proposing any form of gifts, invitations and/or hospitality received or offered.
3. Shall comply with all applicable regulations related with anti-bribery laws.
4. Responsible for the prevention, detection and reporting of all forms of bribery and corruption.

In implementing this policy:

1. The Company encourages openness and will support and keep confidential the identity and safety of anyone who raises concerns of bribery or corruption in good faith in confidence without fear of reprisal.
2. The Company provides access for all employees to the whistleblowing system as a platform to submit data and information regarding indications of business practices violations, including bribery or corruption.
3. The Company will take action against all forms of violations of this policy with disciplinary action, which can result in dismissal due to a serious violation.

The Anti-Bribery Compliance Function (ABCF) as an independent function, will be responsible for overseeing the design and implementation of the Anti-Bribery Management System. The Board of Directors is accountable and committed towards the effectiveness of the Anti-Bribery Management System. The Company will periodically evaluate the policy, including reporting systems to ensure that the policy is carried out effectively.

Additional Resources

This policy must be read in conjunction with the Company's Code of Conduct, Company Regulations, Anti-Bribery Manual, Whistleblowing System and Giving and/or Receiving Gift Entertainment Procedure.

*Issued by
Risk and Compliance Department*

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*This policy has been approved by the
Board of Directors of Indika Energy.*

