



Code of Conduct

PT Chandra Asri Pacific Tbk

The Code of Conduct shall be reviewed and revised periodically to ensure that it has met the highest ethical and standard applicable in the society. Any revisions to the Code of Conduct shall be made with the approval of the Board of Directors of PT Chandra Asri Pacific Tbk and this updated Code of Conduct has been approved by the Board of Directors in the Circular Resolutions in Lieu of the Meeting of the Board of Directors of PT Chandra Asri Pacific Tbk No. 001/LGC/BOD RES/II/2023 dated 22 February 2023.

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A Message From The President Director

This Code of Conduct is a written provision expected to be a guideline of attitude and behavior that must be firmly adhered by all Employees of PT Chandra Asri Pacific Tbk, its subsidiaries and any joint venture companies placed under its control (“**Chandra Asri Group**”) in carrying out business activities according to each Employee’s respective authorities and competencies, and by all Related Parties in doing business with Chandra Asri Group to create a good corporate

governance.

The existence of this Code of Conduct is a result of an ethical reflection to continuously accommodate and adapt with the dynamics changes in society, therefore the values contained in it always refers to the current and actual version of Code of Conduct.

This Code of Conduct is essentially a crystallization of universal moral values, thus the content of the code will not conflict with the Collective Labor Agreement that has been signed by Chandra Asri Group’s management and Chandra Asri Group’s Employees representatives (“**Collective Labor Agreement**”), and the prevailing regulations.

This Code of Conduct acts as a guideline and signs to help us in dealing with difficult situations and/or choices during all Employees’ work in and all Related Parties’ engagement with Chandra Asri Group. Therefore, it is expected that all parties, according to their respective roles and duties, could learn, understand and behave according to this Code of Conduct to carry out Chandra Asri Group’s vision and mission.

Warm regards,

Erwin Ciputra

President Director

Our Values



INTEGRITY

Act transparently, follows rules and ethics.



SAFETY

Building a safe, healthy and sustainable working environment.



TEAMWORK

Building collaboration for business excellence.



ACCOUNTABILITY

Being responsible for own tasks and performance.



RESPECT

Appreciate and care for others.

Purpose of The Code of Conduct

This Code of Conduct is a guideline that contained boundaries within which every employee of Chandra Asri Group whether a full-time, part-time, fixed-term, permanent or trainee, including the member of Board of Directors and Board of Commissioners of Chandra Asri Group (“**Employees**”) have to follow every day. This Code of Conduct sets high standards and further to Chandra Asri Group’s business principles, it instructs and advises everyone on how to perform their duties and responsibilities in accordance to the prevailing ethical practice, and on how to behave and avoid situations that may damage you or Chandra Asri Group.

It is expected that every Employee; and stakeholder, including but not limited to a business partner, a supplier or vendor, a customer, a contractor, an agent, a consultant and/or any other third party who works with, for or represent Chandra Asri Group (“**Related Parties**”) must understand and follow this Code of Conduct. Everyone is responsible to speak up and report any suspected or actual breach to this Code of Conduct. Any failure to comply with the Code of Conduct is taken very seriously by Chandra Asri Group and may result in a disciplinary action, including dismissal and legal action.



People & Safety



People & Safety 1 of 4

The General Guidance

Chandra Asri Group expects its Employees and Related Parties to act in a business-like manner, respect the norm of society, and obey the prevailing rules and regulations, including the superior's instruction and direction, as the case may be.

All Employees and Related Parties must behave in a professional manner and avoid any action, behavior or attitude which is humiliating, intimidating or hostile. All Employees and Related Parties also have to obey the prevailing rules and regulations, as well as superior's and/or person in charge's instruction and direction.

Respect Human Rights & Equal Treatment

Chandra Asri Group is also committed to respect the fundamental human rights principles of each of individuals in all our area of business operations. Our commitment is applicable for all Employees and Related Parties who doing business with our company.

Chandra Asri Group commits in ensuring that all Employees and Related Parties are equally treated with respect, dignity and fairness in every aspect of our business process, among other by creating an environment that promotes diversity where all Employees and Related Parties are treated respectfully and received

equal treatment with no discrimination or victimization including creating fair employment process and/or career development opportunities.

All Employees and Related Parties must respect the dignity and human rights of colleagues and all others they come into contact as part of their jobs and treat everyone fairly and equally without discrimination on the grounds of race, age, role, gender, color, religion, country of origin, marital status, disability, social class or political views. All Employees and Related Parties shall also accept the value of diversity.

Chandra Asri Group has developed fair and confidential procedures for Employees and Related Parties to raise relevant concerns to the management. These procedures enable Employees to discuss any discrimination or unfair treatment that they face with their direct superior. These procedures also allow Employees or Related Parties to report such discrimination or unfair treatment to Chandra Asri Group's management through Whistleblower Channels (please see page 30) without a fear of retaliation.

Workplace Harassment

Chandra Asri Group is committed to create a working environment that is free of any verbal and physical harassment or any other form of abuse.

Harassment is an unwanted, disturbing, intimidating or threatening action or behavior conducted by a person towards another person that can make the other person feels uncomfortable, humiliated or mentally distressed. Meanwhile, workplace harassment covers any and all types of harassment that may happen in professional setting or workplace. It includes but not limited to any form of physical or verbal harassment.

Although Chandra Asri Group is against any form of workplace harassment, we expect our Employees and Related Parties to be very careful when assessing whether an action is classified as a workplace harassment or a workplace conflict before reporting such harassment to direct superior or Chandra Asri Group's management. Workplace conflict is also something that Chandra Asri Group would like to avoid, however, it is not a concern under this Code of Conduct until such workplace conflict becomes a form of harassment.

All Employees and Related Parties must treat other person with respect and dignity, be able to accept disagreement they have with other person well and be able to express different opinions to other Employee or Related Party in a good manner.

Any Employee and/or Related Party who is convinced that he/she is the subject of a workplace harassment, should report the incident to their direct superior or Chandra Asri Group's management through Whistleblower Channels (please see page 30).

Safety, Health and Environment

Chandra Asri Group is committed to continuously implement the Safety, Health and Environment (SHE) management system to protect its Employees, Related Parties, visitors, communities or any other person that are domiciled in or around the plant areas of any hazard, and also to protect the environment from the impact of Chandra Asri Group's activities. All Employees and Related Parties should have the same understanding by following the applicable SHE policies and procedures, as well as SHE related rules/regulations in performing activities in Chandra Asri Group's office or plant.

Society and Environment

All Employees and Related Parties must provide an appropriate as well as timely support and assistant for any complaint from society, especially local community around Chandra Asri Group's complex which arises due to the environmental impact of Chandra Asri Group's business activities.

All Employees and Related Parties shall also establish and implement a program to prevent and reduce the release of any hazardous or dangerous substance to the surrounded environment by using an environmentally friendly technology and process equipment, and applying good environmental management system (environmental impact identification,

risk assessment and mitigation).

All Employees and Related Parties must consider the environmental aspect in making any operational decision including consider the impact in every design developed or selection of tools or equipment used. They should also safely handle, carry and arrange the disposal of wastes in accordance with the prevailing government laws and regulations as well as Chandra Asri Group's standard waste handling procedures. All Employees and Related Parties shall also undertake the responsibility to ensure that Chandra Asri Group's productions and operations meet the applicable government and/or Chandra Asri Group's standards, whichever is more stringent.

All Employees and Related Parties shall immediately undertake the necessary action to return the environment into the original and safe condition when an environmental incident occurred and provide accurate information regarding the incident to the public.

All Employees and Related Parties must consider to consume natural resources as efficient and effective as possible by applying 3R's principles (Reduce, Re-use and Recycle), and select and use tools/equipment with the highest level of efficiency and effectiveness as well as environmentally friendly.

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Safety, Health and Environment

Health and Safety

All Employees and Related Parties must comply with Chandra Asri Group's SHE regulation and Life Saving Rules Procedure*

All Employees and Related Parties shall also ensure their own readiness and health condition before starting to work in Chandra Asri Group's office or plant in order to prevent any accident.

*Scan this QR Code to see Chandra Asri Group's SHE regulation and Life Saving Rules Procedure



Fighting Bribery, Corruption and Money Laundering Practices

Fighting Bribery, Corruption and Money Laundering Practices 1 of 5

Bribery and Corruption

Chandra Asri Group commits to ensure our business operation is conducted legally, prudently, and in line with the principles of GCG (Good Corporate Governance). Therefore, Chandra Asri Group is fully committed in fighting any form of bribery and corruption.

Bribery is an offer, attempt to offer, a promise of giving anything of value, directly or indirectly, that may enrich or gain improper advantages (for them and other parties) and is intended to improperly influence actions or decision making for the purpose of obtaining or retaining business, or to accelerate a bureaucratic/ permit process.

Corruption shall constitute a dishonest or illegal act/behavior of a person, usually a person in a position of power that may involve the provision of money or gifts to affect the such person's behavior in ways that are inconsistent with his/her duty and may violate the laws. Acts of corruption also include embezzlement, fraud, nepotism, collusion, abuse of power and/or bribery.

As such, Chandra Asri Group strictly prohibits all Employees and Related Parties from engaging in any form of bribery, corruption and/or gratification when undergo any work for the interest of Chandra Asri Group. While dealing

with business partners or government officers, Employees and/or Related Parties are not allowed to request, receive, give or provide any forms of valuables (whether in small or big amount) which can be interpreted as an attempt to influence or persuade decision and/ or to accelerate a bureaucratic/permit process.

Chandra Asri Group commits to comply with all applicable anti-bribery and anti-corruption laws. When there is a possible breach of these anti-bribery and anti-corruption laws, Chandra Asri Group shall thoroughly investigate the situation using any procedure or

mechanism provided under the prevailing laws. All Employees and Related Parties must follow and obey the applicable anti-corruption and anti-bribery laws.

Fighting Bribery, Corruption and Money Laundering Practices 2 of 5

Bribery and Corruption

Chandra Asri Group runs its business with a high level of integrity and does not tolerate any form of corruption and bribery. Chandra Asri Group also understands that the honesty and integrity of every individual are the main keys in the matter that related to corruption and bribery in addition to necessity to establish the responsibility and control mechanism.

All Employees and Related Parties must refuse to conduct any act of corruption, involve with a corrupt person or transaction and do business with someone or company who has a bad reputation. All Employees and Related Parties must also refuse to receive bribery or secret commissions and shall not offer money, property, or any other benefit to anyone who is engaged in business in return for assistance or special privileges.

All Employees and Related Parties must be aware that granting or offering money, fee, commission, credit, gift, valuable objects, or compensation in any form whatsoever, directly or indirectly, to any other person or institution without clear explanation/reason is considered as the act of bribery which is strictly prohibited. They must also be aware that receiving money, fee, commission, credit, gift, valuable objects, or compensation in any form whatsoever, directly or indirectly, from any other person or institution

without clear explanation/reason in conducting their job for the interest of Chandra Asri Group is considered as the act of corruption which is strictly prohibited.

Any Employee and/or Related Party who is convinced that a breach of anti-corruption and anti-bribery laws has occurred, should report the incident to their direct superior or Chandra Asri Group's management through Whistleblower Channels (please see page 30).

Fighting Bribery, Corruption and Money Laundering Practices ^{3 of 5}

Conflict of Interest

Chandra Asri Group must avoid any potentially causing conflicts of interest in our business operation to ensure fair business operations.

All Employees and Related Parties shall be reliable and professional in performing their works and shall not create or maintain a personal interest, which may cause, or seems to raise a conflict with Chandra Asri Group's interest or which may influence, or seems to influence their judgment in terms of the performance of their duties.

All Employees and Related Parties must work professionally and ensure Chandra Asri Group is in the best places to benefit from potential business opportunities. All Employees and Related Parties must refuse any personal benefit from the work they perform for Chandra Asri Group that may cause others to doubt their fairness, integrity or ability to perform their duties objectively or that may have direct or indirect adverse impact to Chandra Asri Group.

All Employees must also avoid conducting Chandra Asri Group's business activities with any party, such as supplier, contractor or agent that may have a particular relationship with them, including but not limited to the ownership of shares, or family relationship by blood or marriage. They should also avoid gaining personal benefit from an information or anything else which they might obtain because of their position or duties or responsibilities in Chandra Asri Group.

All Employees and Related Parties shall inform their respective superior or Chandra Asri Group's management immediately if they suspect there will be a conflict or potential conflict of interest and find a solution together to avoid or at least minimize the impact of such conflict of interest.

Fighting Bribery, Corruption and Money Laundering Practices ^{4 of 5}

Gifts and Entertainment

In line with the above sub-chapter of Bribery and Corruption, Chandra Asri Group is very careful in arranging the provision or receipt of gifts, business meals or entertainments.

Gifts, business meals or entertainments may only be provided or received if it is intended or interpreted as simple business courtesies which is in accordance with the prevailing Chandra Asri Group's activities and it does not deviate from the provisions of any applicable laws and legislations, nor it influences Chandra Asri Group's decision in any of its transactions, and must not place

Chandra Asri Group under any obligation. All Employees must report with their direct manager if such gifts have to be accepted to avoid causing serious offence, or circumstances genuinely preclude their return and where appropriate take steps for the gift to be donated to charity and ensure that gifts or entertainment is only accepted if there is a legitimate interest in doing so.

If the Employee or direct manager intentionally ignore or violate these guidelines, they are regarded as violating this Code of Conduct and may come under investigation or may be punished.

All Employees must refuse to receive entertainment, gifts, or personal assistance that could, in any way, have a direct or indirect influence on a business decision of such Employees from a person or organization with whom Chandra Asri Group has, or likely to have, a business relationship. They shall also refuse to receive any other privileged treatment from a third party because of their position in Chandra Asri Group might be inclined to, or be considered to, put you under any obligation to return the privileged treatment.

All Related Parties must be aware of Chandra Asri Group's gifts and entertainments policy. All Related

Parties must also refuse to receive an entertainment, gifts, or personal assistance from Chandra Asri Group that could, in any way, have a direct or indirect influence on a business decision of such Related Parties.

All Related Parties must not offer, provide, demand or receive any gifts or any other favor, including in cash or cash equivalent (such as lottery tickets, voucher, loans, gift certificates, guarantees or any other granting of credit, shares or options) from/to the Employees for personal benefit which are intended or might be seen to influence business decisions or create an obligation to do something in return.

Fighting Bribery, Corruption and Money Laundering Practices 5 of 5

Money Laundering

Money laundering is an attempt to place a criminal or illegal property/fund into a legal financial system in a way that looks legitimate and difficult to be traced by law enforcement officials.

Chandra Asri Group must ensure that we does not receive the proceeds of criminal activities because the receipt of such proceeds can be considered as the criminal offence of money laundering.

All Employees and Related Parties shall not associate themselves with any criminal activity, especially any activity implicating money laundering. Our commitment in fighting money laundering obliges us to avoid having business transactions that support or

involve in money laundering activities and obliges us to comply with the anti-money laundering laws and regulations applicable to our businesses in Indonesia and in the other relevant jurisdictions.

All Employees and Related Parties must notify their direct manager (or Related Parties' management, as applicable) immediately if they have any suspicion about actual or potential money laundering activity.

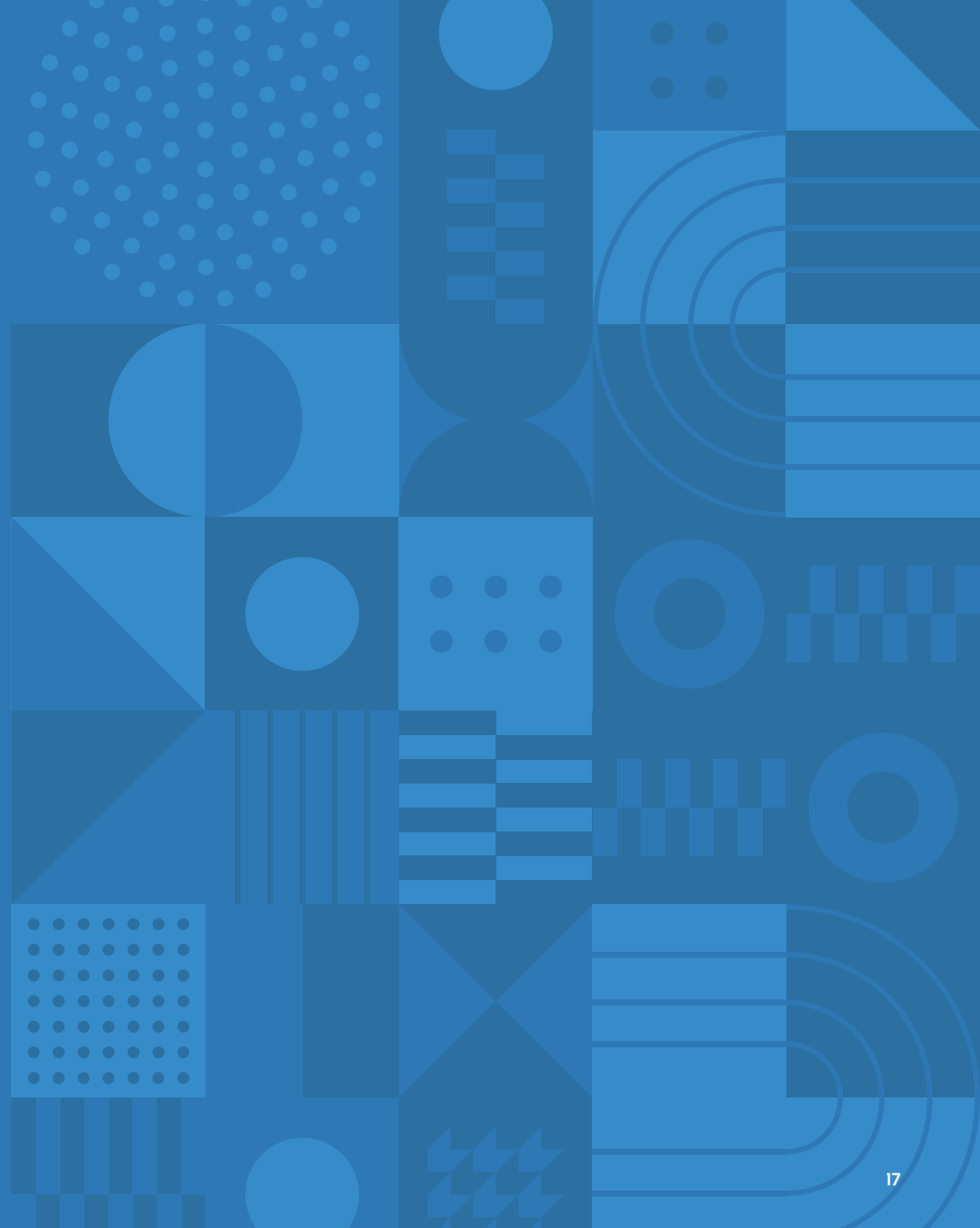
All Employees and Related Parties must also be aware of the signs of money laundering activities, such as:

- i. The counterpart requests to:
 - pay funds to a bank account in the name of a different third party or outside the country of their operation;
 - make payments in a form outside the normal business terms;
 - split payments to several bank accounts;
 - overpaid;
- ii. The counterpart's payments to Chandra Asri Group (or Related Parties, as applicable) are:
 - from multiple bank accounts;
 - from bank accounts overseas when the counterparty is not a foreigner;
 - made in cash when the transaction is normally made by cheque or
 - electronically;
 - received from other third parties;

- made in advance when it is not the business terms agreed.

All Employees and Related Parties must ensure that sufficient screening to assess a third party's identity and legitimacy has been performed before Chandra Asri Group (or Related Parties, as applicable) enters into a contract or a transaction with such third party. They should also not simply assume that the relevant third-party's screening process has already taken place because failure to check or update screenings periodically may put Chandra Asri Group, its Employees and Related Parties at risk.

Business Activities



Business Activities ^{1 of 2}

Compliance with Laws & Regulations

Business activities, at all times, shall comply with all applicable laws and regulations. Chandra Asri Group will not be responsible for any Employee's and Related Party's activities, when the benefits achieved are done through the violation of law or unethical business. This includes but not limited to any payments of unauthorized action for indirect contributions, rebates, and bribery. Chandra Asri Group does not allow such Employee's and Related Party's activities which are subjects to public scrutiny.

All Employees and Related Parties must behave well above the minimum standards which required by laws and ensure that their actions do not contravene the laws and regulations which regulate Chandra Asri Group's operational activities. They shall also comply with all provisions on working relationship as stipulated in the Collective Labor Agreement (if applicable).

Procurement

Chandra Asri Group will operate and conduct procurement with integrity and professionalism, also by optimizing the use of available resources. Procurement will be conducted according to the official procedures established by Chandra Asri Group, and should be fair to all parties involved. Purchasing decisions must be made based on reasonable and competitive prices, quality, and services.

All Employees and Related Parties must ensure that the procurement is conducted in accordance with the contract, as well as policies and procedures which have been determined by Chandra Asri Group. They shall also conduct procurement in line with the guidelines or rules that have been set for it.

All Employees and Related Parties must not choose suppliers of goods or services or purchase from supplier who are family members, relatives, or anyone intimately connected with them. All Employees and Related Parties must also not have any conflict of interest or accept inappropriate gifts for their personal benefit from the selection of suppliers of goods or services of Chandra Asri Group.

All Employees and Related Parties shall not ignore the standards that suppliers of goods services must abide by, such as environmental or industrial standards. They must also not use the information they get from the procurement activities for personal benefit.

Business Activities 2 of 2

Fair Competition

Competition laws prohibit anticompetitive agreements (or cartels) between competitors. Many National laws also prohibit abuses of dominant position and creation of specific rules or agreements between a company with its distributors and customers that may lead to unfair market competition. Investigations by competition authorities may result in significant fines and costs, criminal sanctions and damage the company's reputation. Based on these basic understandings, Chandra Asri Group believes in vigorous yet fair competition and supports the development of appropriate competition laws. Chandra Asri Group will ensure its Employees and Related Parties to conduct their operations in accordance with the principles of fair competition and

all applicable regulations to uphold fair competition.

All Employees and Related Parties must follow requirements set up under the prevailing competition laws when performing their works for or representing Chandra Asri Group and conduct business activities based on an arm's length principle.

All Employees and Related Parties must not involve in tender monopoly activities by making an informal agreement with competitors in attempt of winning more business agreements, involve in anti-trust and unfair competition in business strategies or dealings by sharing confidential or proprietary information to competitors, or involve in anti-competitive agreements and

abusive market power by abusing market dominancy, conducting mergers or unfair pricing.



Employees Political Activities

Employees Political Activities

Chandra Asri Group has implemented a policy for not engaging in political activities. Be neutral and not give particular attention to any political party. Chandra Asri Group acknowledges the right of all Employees to engage in political activities, such as voting or joining any one of the political parties, however, such right shall be undergone outside the working hours, without using Chandra Asri Group's assets, and outside Chandra Asri Group's office and complex.

All Employees must ensure that any contribution towards, and support for, political parties are clearly personal and give no impression of being connected to Chandra Asri Group. All Employees must also ensure that any personal political support or contribution do not

affect the performance or objectivity at work.

All Employees shall avoid engaging in politics or expressing political opinion at the work place or during working hours and shall not use Chandra Asri Group's assets and/or equipment for any political events and political attributes in whatever form.

All Employees must not wear Chandra Asri Group's uniform, clothes or any kind of Chandra Asri Group's attribute that makes other people believes that you are the Employee while engages in any kind of political activities or activities which involves a political party. In addition, all Employees shall not support and/or donate fund for illegal organization and activities that are against the applicable laws.



Safeguarding Information and Assets

Safeguarding Information and Assets ^{1 of 3}

Protection of Assets

Chandra Asri Group's assets is one of the important aspect of our business operation. Therefore, the protection of assets is need to be properly managed.

All Employees and Related Parties (if applicable) are obligated to ensure that all Chandra Asri Group's assets are used efficiently, effectively and appropriately allocated, as well as prevention against loss, damage, misuse, theft, misappropriation or infringement.

Chandra Asri Group's Assets

Chandra Asri Group's assets can be financial, tangible, or intangible and include but not limited to factories, buildings, machineries, equipment, tools, spare parts, funds, software, know-how, data, patent and intellectual property.

All Employees and Related Parties (if applicable) must use Chandra Asri Group's assets appropriately and responsibly for the benefit of Chandra Asri Group only and shall be used in any way that is appropriate and justified. They shall also not let Chandra Asri Group's assets be used by unauthorized person.

Chandra Asri Group's Intellectual Properties

Chandra Asri Group's Intellectual Properties in this Code of Conduct include but not limited to patents, trademarks, know-how(s), formulas and trade secrets owned by Chandra Asri Group or legally used by Chandra Asri Group in its businesses and operations.

All Employees and Related Parties must protect Chandra Asri Group's Intellectual Properties from violation of use and unauthorized disclosure by using Chandra Asri Group's Intellectual Properties reasonably.

All Employees and Related Parties must also not make a decision concerning the origin of Chandra Asri Group's Intellectual Properties, its application and use, without proper understanding of matter.

All Employees and Related Parties must not copy, alter, or do anything to Chandra Asri Group's Intellectual Properties for personal benefit and/or any other unauthorized purpose, unless with the permission from Chandra Asri Group's management.

Safeguarding Information and Assets ^{2 of 3}

Information Technology (IT) and Communication Facilities

The definition of IT and Communications Facilities are personal computer, laptop, mobile devices, networks, software, email, data, business application, office phones, intranet and other devices. Chandra Asri Group's management attaches high value to information security. IT and Communications Facilities systems that support business activities are important business assets. Their availability, integrity and confidentiality are essential to maintain our competitive edge, profitability, legal compliance and company image.

All Employees and Related Parties (if applicable) must comply with Chandra Asri Group's IT User & Security Policy, including compliance with all relevant laws and regulations.

Personal Data

As part of the information protection, Chandra Asri Group respect personal data privacy and it shall be protected from violations that are caused by the use of personal information, such as name and contact details, employment and financial information, health related, career related or other kind of data to unauthorized parties.

All Employees and Related Parties (if applicable) must protect all personal data of Employees or Related Parties that are being held or maintained by the relevant department and shall make public disclosure or transfer of an Employee or a Related Party's personal

data only upon the consent of the Employee or Related Party concerned.

All Employees and Related Parties (if applicable) must also limit the use and disclosure of personal data on Employees and others in contact with Chandra Asri Group only for a very necessary benefit.

Safeguarding Information and Assets ^{3 of 3}

Record Management

Record contains information that is evidences of Chandra Asri Group's business activity or anything required for legal, tax regulatory and accounting purposes. Record refers to but not limited to contracts, audit reports, financial informations, product specifications, corporate policies, guidelines and procedures, minutes of meetings.

All Employees and Related Parties (if applicable) must record and report information accurately, fairly and honestly, according to the actual facts and should be done in accordance with the guideline established by Chandra Asri Group as well as the applicable laws.

All Employees and Related Parties (if applicable) must understand which information is a record, therefore, it can be properly managed and stored. They shall also protect the record storage from any misused, interfered or accessed by unauthorized person and shall not destroy documents without knowing the details contained therein.



Communication



Communication 1 of 2

Business Communication

Chandra Asri Group's Business communication including any form of communication to external or internal, marketing of brand, Chandra Asri Group's brand and logo usage must be properly managed to protect Chandra Asri Group reputation.

All business communication by Employees within Chandra Asri Group or with a third party, should follow Chandra Asri Group's business communication policy, and should consider the ethic of business communication. This provision applies to every kind of correspondence including but not limited to mails, electronic documents, websites, social media tools, paper documents, facsimiles and voice mail recordings.

All Employees and Related Parties must ensure your business communications are necessary and appropriate, not misleading, do not contain speculative opinions and do not exaggerate.

All Employees and Related Parties must also ensure that they adhere all applicable rules and follow all Chandra Asri Group's guidelines. The Employees shall consult with your superior or relevant department before delivering a message on behalf of Chandra Asri Group to external parties.



Communication 2 of 2

Public Disclosure

Chandra Asri Group, as a publicly listed company, must provide the public with information about its business and finance. Information disclosed must be true, accurate, consistent and not misleading. Any written or oral communication made publicly on behalf of Chandra Asri Group is a public disclosure.

Employees of Chandra Asri Group are not allowed to speak on behalf of Chandra Asri Group to the public on any topic, unless they are certain that the views they are expressing are those of Chandra Asri Group, and it is

Chandra Asri Group's desire that such views be publicized and disseminated. Chandra Asri Group has selected and appointed individuals to speak on the organization's behalf to the medias, investors, analysts and other stakeholders that is regulated in the internal and external communication guideline that must be followed by all Employees.

All Employees and Related Parties (if applicable) must follow the prevailing disclosure policy before making public disclosure and shall ensure the information disclosed to the public on behalf of

Chandra Asri Group is true, accurate, consistent and not misleading. They shall not disclose any confidential information of Chandra Asri Group without the approval of Chandra Asri Group's management.

All Employees and Related Parties (if applicable) must not delay the delivery of important information that can damage Chandra Asri Group's reputation. In addition, they shall not engage with media and/or the investment community without clearance from Chandra Asri Group's management.



Consultation and Reporting Mechanisms

Consultation and Reporting Mechanisms

All Employees and Related Parties have responsibilities to learn about and comply with the Code of Conduct, other policies, procedures and laws applicable to their work. If Employees or Related Parties are about to engage in a situation that suspected to be conflicted with the Code of Conduct, then ask yourself the following questions:

- a. What is the actual situation?
Whether it is a fact, an opinion or a rumor?
- b. Is it consistent with the Code of Conduct?
- c. Will you or Chandra Asri Group be harmed or damaged if you make such decision?

If Employees and Related Parties are still in doubt after asking their the above questions, then they can raise question to or seek guidance from your direct superior or Whistleblower Channels.

We encourage the Employees and Related Parties to report any known or suspected violations of the Code of Conduct, policies, laws or other requirements to your direct superior or through Whistleblower Channels. Bear in mind that a report submitted may save other Employees or Related Parties or even Chandra Asri Group's reputation.

Whistleblower Channels:

Email Hotline:

whistleblower.channels@capcx.com

Telepon Hotline:

• 021-5307950

• 0254-601501

• 0254-5750080

Dropbox at:

Head Office:

• *Wisma Barito Pacific Tower A, 5th Floor
Jl. Let. Jend. S. Parman Kav. 62-63
Jakarta 11410*

• *Chandra Asri Plant, Ciwandan Site:
OPE Admin Building, 4th Floor
Jl. Raya Anyer KM. 123
Ciwandan, Cilegon, Banten 42447*

• *Chandra Asri Plant, Puloampel Site:
Admin Building, Lobby 1st Floor
Desa Mangunreja, Puloampel
Banten 42456*

PT Chandra Asri Pacific Tbk

Head Office

Wisma Barito Pacific Tower A, 7th Fl.

Jl. Let. Jend. S. Parman Kav. 62 - 63
Jakarta 11410, Indonesia
P | (+62-21) 530 7950
F | (+62-21) 530 8930

Site Office

Chandra Asri Group Plant, Ciwandan Site

Jl. Raya Anyer Km. 123, Ciwandan, Cilegon
Banten 42447
P | (+62-254) 601 501
F | (+62-254) 601 838/843

Chandra Asri Group Plant, Puloampel Site

Desa Mangunreja, Puloampel, Serang
Banten 42456
P | (+62-254) 575 0080
F | (+62-254) 575 0085

Digital Platform

-  www.chandra-asri.com
-  [PT Chandra Asri Pacific Tbk](#)
-  [PT Chandra Asri Pacific Tbk](#)
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