

CORPORATE GOVERNANCE

Corporate Governance Guidance

Proper implementation of the good corporate governance principles are not only reflected in the company's vision, mission and corporate values. It is also reflected in the company's strict compliance to the prevailing laws and regulations in its journey to achieve the company's vision, mission and corporate values. The Company, as a member of the good corporate citizens, recognizes that rules are not only necessary to help the Company manages its external relationship with the community, they are also necessary to establish order in the Company's internal relationship with its corporate organizational units and its staffs. To that end, the Company has developed a series of rules that are set forth under the company regulation.

Human resource development has been incorporated as part of the Company's strategic development plan as a way to ensure that the Company will be able to improve its competitiveness against other companies in Indonesia in an effortless and sustainable manner. The Company takes into consideration various aspects to ensure that a harmonious, safe, robust, peaceful and dynamic relationship between the Company and all of its staffs can be maintained, including among others clarity of duties, rights and obligations of the staffs on a day to day basis, attention to their needs both in health or sickness, as well as ensuring that the working environment's atmosphere help to support the staffs' performance. It is expected that those aspects will be able to boost the staffs' productivity and help create peace and satisfaction among the staffs in performing their work so that any issues that may arise can be resolved through deliberation to reach consensus.

The Company's Company Regulation has been legalized by virtue of the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia, Directorate General of Industrial Relationship Management and Manpower Social Security Number: 583/PHIJSK-PKKAD/PP/VII/2013 dated July 9, 2013 valid until April 30, 2015. In general, the Company's Company Regulation sets forth the rights and obligations of the Company's staffs and the Company, along with provisions that serve the purpose of cultivating a harmony, accord and balance in the effort to improve efficiency, productivity and work performance in an optimal manner.