

CODE OF CONDUCT

PT INDAH CUP SUKSES MAKMUR TBK
Jakarta 2024

CODE OF CONDUCT

Code of Conduct of PT Indah Cup Sukses Makmur Tbk. (“**Company**”) refers to the main principles of good corporate governance, namely:

1. Transparency
Openness in carrying out the decision making process and in conveying material information regarding the Company.
2. Accountability
Commitment to achieving the best results for all stakeholders through clarity of function and accountability.
3. Responsibility
Clear accountability in terms of compliance with applicable laws and regulations.
4. Independence
Independent management of the Company in a professional manner, free from elements of conflict of interest and influence from any party.
5. Fairness
Equality and justice for all stakeholders.

The Business Ethics applied in the Company are as follows:

Standards of Conduct

Company personnel carry out all activities with integrity, honesty and openness based on GCG principles and healthy corporate values while maintaining the Company's profitability.

Compliance with Laws and Regulations

Company personnel are required to comply with the laws and regulations in force in Indonesia.

Commitment to Employees

The Company values diversity and the role of employees in the success of business activities based on an attitude of mutual trust and respect. The Company recruits, empowers and develops employees based on the qualifications and abilities needed by the Company now and in the future, by paying attention to employee welfare according to the Company's capabilities. The Company implements an occupational safety and health program to maintain a safe and healthy work environment, as well as maintaining good relationships with employees through various communication forums.

Shareholders

The Company strives to create sustainable growth based on the principles of good governance, which provides benefits to shareholders. The Company always provides the latest information regarding business activities and performance in a fair, objective and timely manner.

Business partner

The Company establishes and implements mutually beneficial business relationships

with all business partners. We strive to ensure that business partners comply with the Company's Business Ethics.

Partnership with Creditors/Investors

The Company accepts loans/investment only intended for business purposes and increasing the Company's added value by:

1. Provide actual and prospective information for potential creditors/investors.
2. Select creditors/investors based on aspects of credibility and bona fides that can be accounted for.
3. Receive loans/investments that are bound by valid agreements with agreement clauses that prioritize the principle of fairness.
4. Provide open information about the use of funds to increase creditor/investor confidence.

Business Integrity

Company personnel do not accept gifts and do not make gifts in any form that could influence decision making. Any incident in this condition must be reported to superiors. The Company submits financial reports that reflect all transactions fairly in accordance with applicable accounting principles.

Conflict of Interest

The Company is committed to avoiding conflicts of interest that could harm the Company and minority shareholders. Company personnel are not permitted to abuse their position to obtain personal or group gain.

Commitment to the Environment

The Company is committed to implementing prevention and control of environmental pollution, as well as improvements that have an impact on environmental preservation. The Company strives to use natural resources wisely. The Company plays an active role and partners with other related parties to preserve the environment.

Partnership with the Community

The Company is committed to being part of the community and society by making positive contributions in the manufacturing sector to create a healthy, advanced and cultured society. The Company participates with government agencies and other institutions in developing legislation and regulations that are beneficial to society.

Compliance with Company Code of Conduct

The Board of Directors is responsible for ensuring that the Company's Business Ethics principles are communicated, understood and implemented by all Company personnel. The implementation of the Company's Business Ethics is carried out in stages to obtain commitment from all Company personnel. The Board of Commissioners and Directors, assisted by the Audit Committee, monitor the implementation of the Company's Business Ethics.