BOARD OF COMMISSIONERS MANUAL

PT INDAH CUP SUKSES MAKMUR TBK
Jakarta 2024

APPROVAL STATEMENT

The preparation of the Board of Commissioners' Work Guidelines was carried out as a manifestation of the commitment to good corporate governance (GCG) and as part of a program to improve the implementation of corporate culture, which is adjusted to applicable laws and regulations, best practices and the conditions of the company.

Development and changes to the Board of Commissioners' work management guidelines will continue to be carried out in accordance with the Company's needs and the dynamics of changes in applicable laws and regulations.

Ratified on behalf of the Board of Commissioners of PT Indah Cup Sukses Makmur Tbk.

Jakarta, March 2024

PT Indah Cup Sukses Makmur Tbk.
Board of Commissioners

[Phillip Tjipto]	[Willy Soekianto Tanusaputra]
President Commissioner	**Independent Commissioner**

Office : Altira Business Park Blok G/9, Jl. Yos Sudarso Kav. 85 Jakarta Utara 14350, Phone : + 62 21 6508774-75 Fax : + 62 21 6508773
E mail : cs@indahcup.com
Factory : Jl. Raya Cileungsi Km. 7,5 Rt/Rw : 002/001, Klapanunggal, Klapanunggal Bogor 16710, Jawa Barat. Phone : + 62 21 8230883 (Hunting), Fax : + 62 21 8230722
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1. Legal Foundation

a. Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies.
b. Law Number 8 of 1995 concerning Capital Markets.
c. Financial Services Authority Regulation no. 33/POJK.04/2014 concerning Directors and Board of Commissioners of Issuers or Public Companies

2. Board of Commissioners Functions

a. Supervision of the Board of Commissioners is carried out over the management of the Company by the Directors, including related to management policies, implementation of policies in general, both regarding the Company and the Company's business and providing advice to the Directors;
b. In carrying out supervision, the Board of Commissioners represents the interests of the Company, acts on behalf of the Board and cannot act as an individual;
c. When carrying out supervision, you must not participate in making operational decisions. The Board of Commissioners can make decisions regarding matters stipulated in the Articles of Association or statutory regulations. These decisions are made within its function as supervisor, so that operational activity decisions remain the responsibility of the Board of Directors. Matters that are strategic in nature according to the Board of Directors and have a material impact on the Company can be submitted to the Board of Commissioners for approval.
d. Supervision is carried out on decisions that have been taken (ex post facto) as well as decisions that will be taken (preventive basis);
e. Supervision carried out is not only based on information from the Board of Directors and the GMS, but can also be based on information from other sources that can be accounted for;
f. Supervision is carried out not only by approving or disapproving of actions that require approval from the Board of Commissioners, but supervision is carried out covering all aspects of the Company's business and operational aspects;
g. Subject to the provisions of the Company's Articles of Association, GMS decisions and applicable laws and regulations;
h. In good faith and with full responsibility carrying out duties for the interests and business of the Company.

3. Duties, Responsibilities and Authorities of Board of Commissioners

1. The Board of Commissioners is tasked with supervising and is responsible for overseeing management policies, the course of management in general, both regarding the Company and the Company's business, and providing advice to the Board of Directors.
2. Under certain conditions, the Board of Commissioners is obliged to hold an annual GMS and other GMS in accordance with its authority as regulated in statutory regulations and the articles of association.
3. Members of the Board of Commissioners are obliged to carry out their duties and responsibilities in good faith, with full responsibility and prudence.
4. In order to support the effective implementation of its duties and responsibilities, the Board of Commissioners is obliged to form an Audit Committee and can form other committees.

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5. The Board of Commissioners is obliged to evaluate the performance of committees that help carry out their duties and responsibilities at the end of each financial year.
6. The Board of Commissioners has the authority to temporarily dismiss members of the Board of Directors by stating the reasons.
7. The Board of Commissioners can take action to manage the Company in certain circumstances for a certain period of time determined by the articles of association or GMS decision.

4. Requirements of Board of Commissioners

a. Individuals;
b. Have good morals and morals;
c. Able to carry out legal actions;
d. Understand the Articles of Association and laws and regulations related to their duties;
e. Never been declared bankrupt by the Court within 5 (five) years prior to nomination;
f. Able to work together as a member of the Board of Commissioners;
g. Never been a Director or Member of the Board of Commissioners who was found guilty of causing a company to be declared bankrupt within 5 (five) years prior to nomination;
h. Never been convicted of committing a criminal act that was detrimental to state finances within 5 (five) years prior to his appointment;
i. Not having a blood family relationship up to the third degree, either straight or sideways or a marital relationship (son-in-law or brother-in-law) with other members of the Board of Commissioners and/or Directors;

5. Membership of Board of Commissioners

1. The Board of Commissioners consists of 2 (two) or more members of the Board of Commissioners. One of them can be appointed as President Commissioner.
2. Each member of the Board of Commissioners, including the President Commissioner, has equal status. The task of the President Commissioner as primus inter pares is to coordinate the activities of the Board of Commissioners.
3. The number of members of the Board of Commissioners must be adjusted to the complexity of the Company while still paying attention to activities in decision making
4. Individuals who may be appointed as members of the Board of Commissioners are individuals who fulfill the specified requirements.
5. The distribution of duties among the members of the Board of Commissioners is regulated by them themselves.

6. Concurrent Position

Members of the Board of Commissioners can hold concurrent positions as:

1. Members of the Board of Directors in a maximum of 2 (two) Issuers or other Public Companies.
2. Members of the Board of Commissioners in a maximum of 2 (two) Issuers or other Public Companies.
3. In the event that members of the Board of Commissioners do not hold

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concurrent positions as members of the Board of Directors, then members of the Board of Commissioners can hold concurrent positions as members of the Board of Commissioners in a maximum of 4 (four) Issuers or other Public Companies.

4. Committee members on a maximum of 5 (five) committees in the Issuer or Public Company where the person concerned also serves as a member of the Board of Directors or member of the Board of Commissioners.

7. Board of Commissioners Term of Office

The members of the Board of Commissioners are appointed by the GMS with the term of office of each member of the Board of Commissioners starting from the date of the GMS that appointed them and ending at the close of the 3rd (three) Annual GMS after the date of appointment, without prejudice to the right of the GMS to dismiss them at any time before his term of office ends by stating the reasons. After their term of office ends, members of the Board of Commissioners can be reappointed by the GMS.

The term of office of a Member of the Board of Commissioners ends if:

1. His term of office ends
2. Resign
3. No longer meets statutory requirements
4. Dismissed based on GMS decision.
5. Died

The GMS can appoint someone as a Member of the Board of Commissioners to fill the position of a Member of the Board of Commissioners who is dismissed from his position or to fill a vacancy. The term of office of a person appointed to replace a dismissed member of the Board of Commissioners or to fill the vacancy is the remaining term of office of the replaced member of the Board of Commissioners. Specifically for Independent Commissioners, the maximum term of office is 2 terms.

8. Independent Commissioner

In the composition of the Board of Commissioners, it is necessary to place an Independent Commissioner. Independent Commissioners are members of the Board of Commissioners who come from outside the Company and do not have a conflict of interest so that they do not have the potential to interfere with their ability to carry out their duties independently and critically, both in relation to each other and to the Board of Directors.

In order for this goal to be achieved, an Independent Commissioner is needed which has become a necessity for the Company. The number of Independent Commissioners is at least 30% (thirty percent) of the members of the Board of Commissioners, this composition may change in accordance with applicable regulatory provisions.

To be appointed as an Independent Commissioner, existing candidates must meet the following criteria:

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1. Not a person who works or has the authority and responsibility to plan, lead, control or supervise the activities of the Company within the last 6 (six) months, except for reappointment as an Independent Commissioner of the Company in the following period.
2. Does not own shares, either directly or indirectly, in the Company.
3. Has no affiliation with other Directors and/or Members of the Board of Commissioners or the main shareholders of the Company.
4. Has no direct or indirect business relationships related to the Company's business activities.
5. Have no blood family relationship up to the 3rd degree, either straight line or sideways or relationship arising from marriage with other members of the Board of Commissioners or with members of the Board of Directors.
6. In carrying out operational supervision function activities, the company will act independently, especially in terms of the decision-making process, including but not limited to the matters written above.
7. Independent Commissioners who have served for 2 (two) terms of office cannot be reappointed in the next period.
8. If an Independent Commissioner serves on the Audit Committee, the Independent Commissioner concerned can only be reappointed on the Audit Committee for 1 (one) subsequent term of office on the Audit Committee.
9. The Independent Commissioner's Statement of Independence must be disclosed in the annual report.

9. Working Hours of Board of Commissioners

1. The Board of Commissioners is obliged to provide sufficient time to carry out its duties and responsibilities optimally according to the Company's working days. However, it is not ruled out that members of the Board of Commissioners are present outside of the Company's working hours due to important and urgent matters.
2. The Board of Commissioners must be present at least at Board of Commissioners meetings and at Committee meetings where members of the Board of Commissioners are members of the Committee concerned.

10. Board of Commissioners Meeting

1. The Board of Commissioners is required to hold meetings at least 1 (one) time in 2 (two) months.
2. Board of Commissioners meetings can be held if attended by a majority of all members of the Board of Commissioners.
3. The Board of Commissioners is obliged to hold regular meetings with the Board of Directors at least once every 4 (four) months.
4. The attendance of members of the Board of Commissioners at meetings must be disclosed in the Company's annual report.
5. Decision making at Board of Commissioners meetings is carried out based on deliberation and consensus.
6. In the event that a consensus deliberation decision is not reached, the decision is made based on the majority vote

11. Accountability and Reporting

The Board of Commissioners is obliged to review the annual report to be submitted to the General Meeting of Shareholders. In the event that there is a discrepancy between this Board of Commissioners Work Guidelines and the

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applicable laws and regulations, the applicable laws and regulations will be applied. The Board of Commissioners' Work Guidelines are regularly evaluated and updated with reference to the rules and regulations applicable in Indonesia.

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