

CONFLICT OF INTEREST POLICY

I. PURPOSE.

The purpose of this policy is to protect the interests of PT BUKIT MURIA JAYA. In the regular course of business, agents and employees of PT BUKIT MURIA JAYA may have the opportunity to advance their own personal interests with or against the interests of PT BUKIT MURIA JAYA. Acting in such a manner is unacceptable and any party who acts outside of PT BUKIT MURIA JAYA's best interest may be subject to disciplinary action.

II. DEFINITIONS.

- a. Employee – any person who is employed by PT BUKIT MURIA JAYA in a part or full-time capacity and in accordance with the labor laws of Indonesia.
- b. Agent – an owner, director, stakeholder, contractor, or other third-party that is in the position to act on behalf of PT BUKIT MURIA JAYA.
- c. Financial Interest – The interest that any individual may have in the monetary transactions of PT BUKIT MURIA JAYA. In particular, any interest that could have a direct bearing on the financial gain/loss of the said individual.

III. PROCEDURE.

a. Duty to disclose

Every employee/agent of PT BUKIT MURIA JAYA is obligated to disclose any known or potential conflicts of interest as soon as they arise. Failure to do so could result in termination of employment.

b. Investigating potential conflicts

When a possible conflict of interest arises, the board of directors will collect all of the pertinent information and may question any concerned parties. If the board determines that a conflict exists, steps will be taken to address the conflict. If no conflict exists, the inquiry may be documented but no further action will be taken.

c. Addressing conflicts of interest

When an actual conflict of interest is found, any transactions that may have been affected will be reviewed retroactively. Affected parties both within and outside of the business, including shareholders, directors, employees, and contractors will be notified. An investigation will also be conducted by the board of directors to determine the extent of the conflict and the intentions of the parties involved.

If the conflict in question involves a member or members of the board of directors, such a member will be excused from the deliberations.

d. Disciplinary action

As all conflicts of interest will be reviewed on a case-by-case basis, a review may result in disciplinary action. The board of directors has full discretion to deem what disciplinary action is both fitting and necessary, including suspension and/or termination of employment.

Karawang, Januari 01st 2023

A handwritten signature in black ink, appearing to read 'Augustinus Omar Rahmanadi', with a horizontal line underneath it.

Augustinus Omar Rahmanadi