



CODE OF CONDUCT POLICY

PT CITA MINERAL INVESTINDO Tbk

CODE OF CONDUCT POLICY

As the embodiment of PT Cita Mineral Investindo Tbk (CITA)'s commitment to carry out business and operational activities in an ethical manner and with high integrity, the Company prepared and established ethical guidelines for all of the Company's people as outlined in the Company's Code of Conduct document.

The Code of Conduct is a commitment consisting of business ethics and values of the Company that were prepared to increase awareness, to influence, to shape, to regulate and to make conformity of mindset and behavior of CITA people, so that consistent behavior in accordance with Corporate Governance is created in the pursuit of achieving business goals as stated in the vision and mission.

The business ethics and values carried by CITA are contained in the Company's corporate values, namely HARITA which stands for Humility, Achievement oriented, Respect for every individual, Integrity, Teamwork and Accountability.

Benefits of Code of Conduct

The Company strives to implement this Code of Conduct consistently and consequently, in order to gain the following long-term benefits:

1) For the Company

- a. Encourage the Company's operational activities to be more efficient and effective;
- b. Increase the Company's value by providing certainty and protection to stakeholders in dealing with the Company so as to produce a good reputation, which in turn will realize long-term business success.

2) For Shareholders

Increasing confidence that the Company is managed reliably and based on the principle of prudence, efficiency, transparency, accountability and fairness to achieve the level of profitability expected by Shareholders while still taking into account the interests of the Company

3) For the Company's Management

- a. Provide guidelines for each Board of Commissioners member, Board of Directors member, and Employee regarding the behavior desired or prohibited by the Company.
- b. Creating a work environment that highly upholds the values of honesty, ethics and transparency, so that will improve the performance and productivity of Board of Commissioners members, Board of Directors members, and Employees as a whole.

4) For the Community and Other Related Parties

Creating a harmonious and mutually beneficial relationship with the Company, which in turn will create social economic prosperity for the community and other related parties.

The Code of Conduct was jointly approved by Board of Commissioners and Board of Directors and are dynamic, constantly updated to adjust with the development of the Company's regulations, norms and business.

Key Points of Code of Ethics

The key points contained in the Company's Code of Conduct that must be fulfilled by Company people are:

1) The Company's Code of Business

Standards of attitude and behavior applied by the Company in behaving/ethical/integrate and acting when dealing with parties having an interest in the Company in accordance with GCG principles and sound corporate values.

2) Individual Code of Conduct

Standards of work behavior, value systems or norms used by all individuals of the Company in carrying out work for and on behalf of the Company, as well as interacting and dealing with fellow colleagues, with superiors and subordinates.

Statement of Code of Conduct Applies to All Levels of Company Organization

The Company's Code of Conduct apply and is binding for every Individual of the Company and all levels of the Company's organization, without any exception, must sign a statement of compliance with the Code of Conduct. The Company's stakeholders such as business partners and others, are required to respect and implement this Code while interacting with the Company.

The Code of Conduct must be complied with and implemented by:

1. All PT Cita Mineral Investindo Tbk's People at all levels including Board of Commissioners, Board of Directors, Employees, and Supporting Organs of Board of Commissioners.
2. Certain Period Employee (TKWT), Outsourcing employee, apprentice, and all personnel who work within the Company for and on behalf of the Company.
3. Company's Investors (Shareholders).
4. Company's Partners such as consultants, media, vendors and other partners.

Dissemination and Socialization & Implementation and Enforcement of the Company's Code of Conduct.

The Company is committed to conduct socialization, internalization, and monitoring of the Company's Code of Conduct to all employees and officials of the Company as well as external parties with the aim that every individual understands, comprehends, and able to implement the Code. The socialization and internalization of the Code of Conduct and the monitoring of implementation are carried out effectively and comprehensively, along with regular refreshments, by the Corporate Secretary and the Human Capital Department. The Company also holds socialization to introduce and disseminate information about the provisions in the Code of Conduct to all levels of the Company and external parties related to the Company.

APPROVAL SHEET

Approved on behalf of Board of Directors and Board of Commissioners

PT Cita Mineral Investindo Tbk

in Jakarta, July 19, 2019

Board of Commissioners

Lim Gunawan Hariyanto

President Commissioner

Lim Hok Seng
Commissioner

A. Ibrahim Saleh
Independent Commissioner

Darjoto Setyawan
Independent Commissioner

Board of Directors

Harry Kesuma Tanoto

President Director

Ferry Kadi
Director

Robby Irfan Rafianto
Director

Yusak Lumba Pardede
Director