

Communications Policy

Purpose

Indika Energy is an Indonesian diversified energy company that aims to energize the people of Indonesia through a wider spectrum with the utmost integrity, trustworthiness, and professionalism. We recognize that building trust relies on transparent, and respectful communication and engagement. This Communications Policy sets out the key elements of our approach and commitments in communicating and engaging with our stakeholders in a manner consistent with our Corporate Values and Code of Business Conduct.

Scope

This Communications Policy is relevant to all employees of Indika Energy, Directors and management, as well as third parties including suppliers, vendors, and subcontractors under Indika Energy's direct supervision, working for Indika Energy office or operational sites directly or indirectly controlled or operated by Indika Energy. We assert our influence over joint ventures, we do not control or operate to encourage them to act in a manner consistent with the intent of this Communications Policy. The policy covers all forms of communication including but not limited to written, electronic and verbal.



Our Commitments

- We communicate regularly, responsibly, accurately and in a timely manner with our employees, contractors, business partners, local communities, media, investors, and analysts, as well as relevant member organizations, governments, and other stakeholders across the Indika Energy Group.
- We are committed to maintaining active and transparent engagement with our stakeholders and facilitating a two-way equitable dialogue. We communicate clearly and avoid using unnecessarily complex language or jargon.
- We publicly disclose information regarding our activities and the performance of our business and align with relevant national and international reporting frameworks.
- We will not engage in unethical communication practices, such as orchestrated public relations campaigns designed to simulate or artificially create public support for an issue.



Details

Communication at Indika Energy is guided by the following principles:

- **Transparency**

  Indika Energy is committed to providing the public with clear, accurate and reliable information. We seek to establish close relationships with our stakeholders, both internal and external, through regular communication, integrity, and transparency.

- **Fair and prompt disclosure**

  Indika Energy recognizes the value of communicating company-related information in a timely and nonselective manner. Publicly available information on company related matters should be released to all internal and external stakeholders and to the public simultaneously. Channels for disseminating information are adopted which are fair, timely and cost-efficient; it does not communicate market sensitive information to any external party prior to that information being disclosed to the markets in compliance with the applicable disclosure rules.

- **Authorized spokespersons**

  Communication with stakeholders, media and financial markets must be aligned with Indika Energy's official stance and must only be done by authorized Indika Energy spokespersons. Any person not authorized to speak or write on behalf of the Company, asked by the media, shareholders or market analysts, or other stakeholders must decline to comment and refer them to the Corporate Communications team. Any employee who does not follow this rule may be held personally liable for his/her actions.

- **Responsible individual behavior**

  The core values of Unity in Diversity, Integrity, Teamwork, Agility, Achievement and Social Responsibility that underpin the Company should be reflected in everything we say or do. Each employee should be committed to preserving and enhancing Indika Energy's reputation. Any illegal or offensive behavior or statement which could cause damage to the Company should be avoided.

We recognize that our people can be our best advocates and we encourage responsible use of social media. Employees commenting on topics relating to the Indika Energy Group on social media should be transparent about their identity and clear that they are representing their own and not the Company's views.

Inside information may only be disseminated through an authorized channel. Each employee should keep any inside information about Indika Energy strictly confidential and not trade in Indika Energy securities while in the possession of inside information.

— **Speaking openly**

Indika Energy believes in clear, accurate and reliable communication through all levels of the organization. We encourage efficient two-way channels of communication to ensure that employees understand, are aligned with, and support the Company achieve its business objectives. We expect our employees and contractors to speak openly and raise concerns about possible breaches of the Code of Business Conduct via available reporting channels and our whistleblowing platform which is available to employees, contractors, and external parties. Indika Energy takes concerns seriously, handles them promptly and has zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal, or not in line with our Code of Business Conduct.

— **Confidentiality and compliance**

Indika Energy documentation, correspondence, and company-related information, unless and until publicly available must be treated as confidential. Non-public information from or concerning related stakeholders must also be protected in accordance with legal and contractual requirements which should be read in conjunction with the Company's Code of Business Conduct.

Indika Energy is committed to complying with all applicable laws and stock exchange rules on the disclosure of financial and other information about the Company and fully respects the legal rights of the employees. In case of contradiction between this policy and applicable laws, applicable laws shall prevail.

Additional resources
Indika Energy Values and Code of Business Conduct

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Corporate Communications Department

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This policy has been approved by the Board of Directors of Indika Energy.

