PT PLN (PERSERO) MANAGEMENT COMMITMENT
REGARDING
ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS) AND COMPLIANCE MANAGEMENT SYSTEM (CMS)

To support the implementation of **SNI ISO 37001:2025 (ABMS)** and **SNI ISO 37301:2021 (CMS)** and with the objective of fostering a lean, integrity-driven organization, the Management of PT PLN (Persero) hereby commits to the following:

1. We pledge to uphold the principles of Good Corporate Governance (GCG) and our Code of Conduct by strictly adhering to all mandatory and voluntary compliance obligations. We strictly enforce the **"4 NO's" principle**:
   a. ***No Bribery*** (Zero tolerance for bribery, corruption, and extortion);
   b. ***No Kickback*** (Prohibition of accepting commissions, facilitation payments, or any other form of illicit compensation);
   c. ***No Gift*** (Prohibition of giving or receiving gifts or gratuities that violate applicable regulations);
   d. ***No Luxurious Hospitality*** (Prohibition of providing or accepting excessive entertainment or hospitality).
2. We are dedicated to the continual improvement of the effectiveness of our ABMS and CMS across all business processes to ensure ongoing alignment with compliance requirements, GCG principles and corporate ethics.
3. We guarantee full compliance with prevailing laws and regulations. We remain responsive to regulatory changes and ensure the continuous monitoring and fulfilment of all agreements and commitments made with external parties.
4. We ensure that any breach of compliance will be addressed through firm, consistent and fair disciplinary actions in accordance with internal policies and applicable laws.
5. We mandate all PLN personnel, supply chain partners and stakeholders to comply with these obligations. Any actions contrary to the code of ethics, the 4 NO's, or relevant regulations regarding their strategic roles are strictly prohibited.
6. We mandate the proactive avoidance of conflicts of interest and require transparent reporting of any potential conflicts that may pose a risk of fraud.
7. We provide a secure, anonymous and protected Whistleblowing System for both internal and external parties to encourage a speak-up culture regarding any suspected fraud or misconduct.
8. We encourage all personnel and stakeholders to consistently apply the 4 NO's, building a business ecosystem characterized by integrity, compliance and transparency.
9. We accept full responsibility for the implementation and effectiveness of our ABMS and CMS. We will protect the reputation and integrity of PT PLN (Persero) by integrating these integrity values into the company's Key Performance Indicators (KPIs).
10. We maintain strict political neutrality. Personnel shall not engage in practical political activities that could create conflicts of interest, compromise objective decision-making, or damage the company's reputation. The use of company positions, authority, assets, facilities, funds, information, or resources for political purposes is strictly forbidden.

This Anti-Bribery Management System and Compliance Management System Commitment is hereby established and shall be executed with full responsibility and accountability.

Jakarta, June 19, 2026

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Yazid Fanani
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Mutanto Juwono
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Independent Commissioner

Ali Masykur Musa
Independent Commissioner