

RULES OF CONDUCT EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS PT PERTAMINA GEOTHERMAL ENERGY TBK

1. GENERAL

This Meeting is the 2026 Extraordinary General Meeting of Shareholders (“**Meeting**”) of PT Pertamina Geothermal Energy Tbk (the “**Company**”), held in accordance with the provisions stipulated in the Financial Services Authority Regulation Number 15/POJK.04/2020 regarding the Organisation of General Meeting of Shareholders of Public Companies (hereinafter referred to as “**POJK GMS**”) and Financial Services Authority Regulation Number 14 of 2025 concerning the Implementation of Electronic General Meetings of Shareholders, General Meetings of Bondholders, and General Meetings of Sukuk Holders (hereinafter referred to as “**POJK e-GMS**”)

2. TIME AND PLACE OF THE EVENT

Meetings are held at:

- | | | |
|------------------|---|---|
| Day/Date | : | Tuesday, January 20, 2026 |
| Time | : | 13.30 WIB – finished |
| Venue | : | |
| • Physically | : | Grha Pertamina,
Tower Peramax 9 th Floor,
Jl. Medan Merdeka Timur No.11-13,
Jakarta Pusat, 10110 |
| • Electronically | : | Accessing the facility of KSEI <i>Electronic General Meeting System</i> (“eAsy.KSEI”) dalam tautan https://akses.ksei.co.id/ yang disediakan oleh PT Kustodian Sentral Efek Indonesia (“KSEI”). |

3. AGENDA, INVITATION, AGENDA MATERIALS OF MEETING

a. Meeting Agenda

Changes in the Company's Management.

b. Meeting Convocation

In accordance with Article 52 POJK GMS and Article 9 Paragraph (9) of the Company's Articles of Association, the Company has conducted the Meeting Invitation on December 29, 2025 which was published through the Company's website, PT Bursa Efek Indonesia (“IDX”) and KSEI.

c. Meeting Agenda Materials

In accordance with Article 18 POJK GMS and Article 10 paragraph (5) of the Company's Articles of Association, the Company has provided materials related to the agenda of the Meeting are available and can be downloaded through the Company's website <https://www.pge.pertamina.com/id> since the date of the Invitation.



RULES OF CONDUCT EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS PT PERTAMINA GEOTHERMAL ENERGY TBK

4. MEETING PARTICIPANTS

- a. The Meeting attendance mechanism shall be conducted in a hybrid, whereby physical attendance is subject to a limitation on the number of Shareholders or their duly authorized Proxies. The maximum number of individuals allowed to attend the Meeting physically is fifteen (15) persons, based on the order of the attendance list of Shareholders or their duly authorized Proxies.
- b. Pursuant to Article 23 paragraph (1) POJK GMS, Shareholders, either in person or by proxy, are entitled to attend the Meeting.
- c. Pursuant to Article 23 paragraph (2) of POJK GMS, the Meeting Participants are the Shareholders whose names are registered in the Register of Shareholders of the Company on December 24, 2025 and/or the owner of the balance of the Company's shares in the Securities Account sub-account at PT Kustodian Sentral Efek Indonesia at the close of trading at the Indonesia Stock Exchange on December 24, 2025 until 16.00 WIB.
- d. The Shareholders as referred to in letter b above, may appoint their proxies to attend the Meeting, with the following conditions:
 - I. Giving power of attorney through the KSEI Electronic General Meeting System facility (eASY.KSEI) in the link <https://easy.ksei.co.id> provided by KSEI as a mechanism for granting power of attorney electronically in the process of holding the Meeting ('e-Proxy') which is carried out no later than 1 (one) working day before the holding of the Meeting. Proxy through e-Proxy cannot be given to members of the Board of Directors and members of the Board of Commissioners, as well as employees of the Company. The granting of e-Proxy is in accordance with the provisions of Article 9 of POJK e-RUPS.
 - II. In the event that Shareholders are unable to access the KSEI System (eASY.KSEI), Shareholders may download the power of attorney contained in the Company's website <https://www.pge.pertamina.com/id/rapat-umum-pemegang-saham> to authorize and vote at the Meeting, the power of attorney must be sent to the Share Registrar ("**BAE**") PT Datindo Entrycom Jl. Hayam Wuruk No. 28, Jakarta 10220, Tel. (021) 3508077, no later than 3 (three) business days prior to the date of the Meeting, namely on January 14, 2025 at 15.00 WIB.
- e. Meeting Participants have the right to express opinions or ask questions and vote at the Meeting.
- f. Considering the limitation on the number of Shareholders or authorized Proxies who are physically present and can enter the Meeting room, the Company urges all Shareholders to register their attendance electronically through the eASY.KSEI system or to authorize the Company's Registrar, namely PT Datindo Entrycom, as an Independent Party appointed by the Company to act as Proxy.



RULES OF CONDUCT EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS PT PERTAMINA GEOTHERMAL ENERGY TBK

5. MEETING CHAIR

- a. Pursuant to Article 37 paragraph (1) POJK GMS and Article 10 paragraph (13) of the Company's Articles of Association, the Chairman of the Meeting is a Member of the Board of Commissioners appointed by the Board of Commissioners, which in this case is appointed based on the Board of Commissioners Meeting ("**The Chairman of the Meeting**").
- b. The Chairman of the Meeting is responsible for the smooth running of the Meeting and has the right to decide the procedures of the Meeting that have not been regulated or not sufficiently regulated in this Code of Conduct.

6. LANGUAGE

The Meeting will be held in Bahasa Indonesia.

7. ATTENDANCE QUORUM

The Agenda of this Meeting, based on Article 11 paragraph (1) letter a of the Company's Articles of Association and Article 86 paragraph (1) of the Limited Liability Company Law ("UUPT") as well as Article 41 paragraph (1) of OJK Regulation 15/2020, the Meeting must be attended by Shareholders representing more than 1/2 (one per two) of the total issued shares with valid voting rights issued by the Company.

8. REGISTRATION PROCESS

The registration process for Shareholders who will physically attend the Meeting will be opened at 12.00 WIB on the day of the meeting and will be closed at the latest 30 minutes before the start of the Meeting, namely on Tuesday, January 20, 2025, at 13.00 WIB.

Meanwhile, the registration process for Shareholders who will attend the Meeting electronically through the eASY.KSEI system at the link <https://akses.ksei.co.id/> provided by KSEI. The electronic registration is opened from the date of this Meeting Invitation and will be closed at the latest before the Meeting, namely on Tuesday, January 20, 2025 at 13.00 WIB.



RULES OF CONDUCT

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

PT PERTAMINA GEOTHERMAL ENERGY TBK

9. Q&A SESSION

Prior to the decision making for the agenda of the Meeting, the Chairman of the Meeting will provide an opportunity for the Shareholders or Proxies to submit their questions and/or opinions.

- a. Shareholders or Proxies who are physically present and wish to submit questions and/or opinions are requested to raise their hands and then the Chairman of the Meeting will ask the Shareholders or Proxies to submit their questions and/or opinions.
- b. Shareholders or Proxies who are present electronically through eASY.KSEI, can only submit valid questions and/or opinions in writing by using the chat feature in the 'Electronic Opinions' column available in the E-Meeting Hall screen in the eASY.KSEI application. Questions and/or opinions may be asked as long as the status of the Meeting in the 'General Meeting Flow Text' column is 'Discussion started for agenda item no. []'. Questions and/or opinions raised verbally cannot be responded to.
- c. For Proxies who are physically or electronically present and will submit questions and/or opinions of their shareholders during the discussion session of the Meeting Agenda, they are required to write the name of the shareholder and the amount of their share ownership followed by the related questions or opinions.
- d. Shareholders or Proxies who are physically or electronically present are given the opportunity to ask questions or express opinions for a maximum of 2 (two) questioners. Questions or opinions that can be submitted only on matters related to the Agenda of the Meeting. Questions and/or opinions that are not directly related/relevant to the Meeting Agenda will not be read and/or responded to. If there are no questions and/or opinions, then the session for the submission of questions and/or opinions ends and the decision-making session continues.
- e. After all questions and/or opinions from the Shareholders are recorded, the Notary will read out all questions and/or opinions from the Shareholders which will be responded to or answered by the Chairman of the Meeting, or the party appointed by the Chairman of the Meeting.

10. PASSING RESOLUTION

- a. Decisions at the Meeting are made through deliberation to reach consensus.
- b. Based on Article 86 paragraph (1) of the Limited Liability Company Law ("UUPT"), Article 41 paragraph (1) of POJK GMS, and Article 11 paragraph (1) of the Company's Articles of Association, the Meeting must be attended by Shareholders representing more than 1/2 (one per two) of the total issued shares with valid voting rights, and the decision-making of the Meeting is valid if approved by more than 1/2 (one per two) of the total shares with voting rights present at the Meeting.



RULES OF CONDUCT

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

PT PERTAMINA GEOTHERMAL ENERGY TBK

11. VOTING

- a. In the Meeting, each share entitles its owner to cast 1 (one) vote.
- b. In line with that, pursuant to Article 48 POJK GMS, the vote cast by a Shareholder applies to all shares owned by him/her. For this reason, Shareholders are not entitled to authorise more than one proxy for a portion of the number of shares they own with different votes.
- c. Voting for Shareholders attending electronically via eASY.KSEI (e-Voting) is conducted on eASY.KSEI in the e-Meeting Hall menu, Live Broadcasting sub-menu.
- d. The voting time during the electronic voting process is the standard time set in the eASY.KSEI application. The Company may determine the policy of live electronic voting time for the Meeting Agenda.
- e. In accordance with Article 47 POJK GMS and Article 11 paragraph (11) of the Company's Articles of Association, Shareholders of shares with valid voting rights who attend the Meeting, but cast abstention votes, are deemed to cast the same vote as the votes of the majority of Shareholders and Proxies of Shareholders who cast votes.
- f. The Chairman of the Meeting will request the Notary to announce the voting result.
- g. The provisions referred to in this paragraph shall mutatis mutandis apply to Shareholders who authorise through e-Proxy.
- h. The implementation of e-Voting by Shareholders through the eASY.KSEI system is carried out in accordance with the technical standards and time frame set by the electronic system operator as stipulated in POJK e-GMS.

12. BROADCASTING OF THE MEETING PROCEEDINGS

- a. Shareholders who have registered in eASY.KSEI at the latest until the specified time limit can watch the Meeting through Webinar Zoom by accessing the eASY.KSEI menu, sub menu GMS Broadcast located in the AKSes facility with the link <https://akses.ksei.co.id/>.
- b. Shareholders who do not have the opportunity to witness the Meeting through the GMS Broadcast are considered to be validly present electronically, and their share ownership and votes are taken into account at the Meeting, to the extent that they have declared their presence in eASY.KSEI.
- c. Shareholders who only witness the Meeting through the GMS broadcast, but do not declare their attendance in the eASY.KSEI application, then they will not be counted in the quorum of the Meeting attendance.
- d. To obtain the best experience in using eASY.KSEI application and/or Meeting Broadcast, Shareholders or Proxies are advised to use Mozilla Firefox browser.



RULES OF CONDUCT
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
PT PERTAMINA GEOTHERMAL ENERGY TBK

13. CLOSING

- a. For Shareholders in the form of script and/or their shares are placed in the collective custody of KSEI (scripless) who are physically present, after the registration is declared closed and the number of Shareholders' attendance has been reported by the Notary to the Chairman of the Meeting when the Meeting is opened, the following provisions apply:
 - 1) Shareholders are not allowed to ask questions and/or opinions,
 - 2) Attendance and votes are not counted.
- b. During the Meeting, Shareholders or Proxies who are physically present are expected to follow the Meeting in an orderly manner with the following provisions:
 - 1) The Meeting Participant Sign must be worn by the Shareholder or Proxy during the Meeting.
 - 2) Not activate or set to silent mode on mobile phones and/or other electronic devices.
- c. The Chairman of the Meeting has the right to take all necessary actions to ensure the orderliness of the Meeting. In this case, such actions include but are not limited to asking the Meeting participants who are considered by the Chairman to disturb the order to leave the Meeting room.
- d. In the event that during the Meeting there are conditions that have not been regulated in this Code of Conduct, the Chairman of the Meeting will determine the policy with due observance of the Company's Articles of Association and/or applicable legal provisions.
- e. The Company does not provide food and souvenirs to Shareholders or proxies who attend in person.

Jakarta, December 29, 2025
PT Pertamina Geothermal Energy Tbk

Board of Directors

