

RULES OF CONDUCT ANNUAL GENERAL MEETING OF SHAREHOLDERS FINANCIAL YEAR OF 2025

PT Pertamina Geothermal Energy Tbk

1. GENERAL

This meeting is the Annual General Meeting of Shareholders for the 2025 Financial Year (“Meeting”) of PT Pertamina Geothermal Energy Tbk (“the Company”), held in 2026 in accordance with the provisions set forth in Financial Services Authority Regulation No. 15/POJK.04/2020 concerning the Conduct of General Meetings of Shareholders of Public Companies (hereinafter referred to as “**POJK GMS**”) and Financial Services Authority Regulation No. 14 of 2025 on the Conduct of General Meetings of Shareholders, General Meetings of Bondholders, and General Meetings of Sukuk Holders Electronically (hereinafter referred to as “**POJK e-GMS**”).

2. TIME AND PLACE OF THE EVENT

The meeting will be held on:

- | | |
|------------------|--|
| Day/Date | : Tuesday, April 21, 2026. |
| Time | : 13.30 WIB – finished. |
| Venue | : |
| • Physically | : Aryanusa Ballroom, Danareksa Tower,
Jl. Medan Merdeka Selatan No. 14, Gambir,
Central Jakarta, 10110 |
| • Electronically | : Access the KSEI <i>Electronic General Meeting System KSEI</i> (“eASY.KSEI”) via the link
https://akses.ksei.co.id/ provided by
PT Kustodian Sentral Efek Indonesia (“KSEI”). |

3. AGENDA, INVITATION, AGENDA MATERIALS FOR THE MEETING

a. Meeting Agenda

1. Approval and Ratification of the Annual Report including the Company's Consolidated Financial Report and the Supervisory Report of the Board of Commissioners for the financial year ended 31 December 2025, including the granting of full release and discharge (volledig acquit et de charge) to the Board of Directors and the Board of Commissioners of the Company.
2. Approval of the appropriation of the Company's net profit for the financial year 2025.
3. Approval of the determination of remuneration, allowances, and other benefits for the financial year 2026, as well as performance bonuses (tantien) for the financial year 2025 for the Board of Directors and the Board of Commissioners of the Company.
4. Approval of the Appointment of a Public Accountant Firm to conduct the audit of the Company's Financial Statement for the Financial Year 2026.
5. Report on the realization of the use of proceeds from the Company's Initial Public Offering (IPO).
6. Approval of changes to the use of proceeds from the Company's IPO.
7. Report on the implementation of the Management and Employee Stock Option Program (MESOP) and approval to grant authority to the Board of Commissioners to increase the Company's issued and paid-up capital in connection with the implementation of the MESOP.
8. Approval of Amendments to the Company's Articles of Association.
9. Approval of Changes in the Company's Management.



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b. Invitation of Meeting

In accordance with Article 52 of the OJK Regulation on General Meetings of Shareholders and Article 9 paragraph (9) of the Company's Articles of Association, the Company issued an invitation of the meeting on March 30, 2026, which was published on the Company's website, the website of PT Bursa Efek Indonesia ("BEI"), and the KSEI website.

c. Meeting Agenda Materials

In accordance with Article 18 of the POJK on General Meetings of Shareholders and Article 10 paragraph (5) of the Company's Articles of Association, materials related to the agenda items of the Meeting have been made available and can be downloaded via the Company's website <https://www.pge.pertamina.com/id> as of the date of the Meeting Invitation.

4. MEETING PARTICIPANTS

- a. Pursuant to Article 23 paragraph (1) of the OJK Regulation on the General Meeting of Shareholders, Shareholders, whether in person or represented by their proxies based on a power of attorney, are entitled to attend the Meeting.
- b. Pursuant to Article 23 paragraph (2) of the POJK on the General Meeting of Shareholders, Meeting Participants are Shareholders whose names are recorded in the Company's Shareholder Register as of March 27, 2026, and/or holders of the Company's share balances in sub-accounts of the Securities Account at PT Kustodian Sentral Efek Indonesia at the close of trading on the Indonesia Stock Exchange on March 27, 2026, up to 16.00 WIB.
- c. Shareholders as referred to in letter (b) above may appoint a proxy to attend the Meeting, subject to the following conditions:
 - i. Granting a proxy through the KSEI *Electronic General Meeting System* (eASY.KSEI) via the link <https://easy.ksei.co.id> provided by KSEI as the mechanism for granting electronic proxies in the conduct of the Meeting ("e-Proxy"), which must be completed no later than 1 (one) business day prior to the Meeting. Proxy authorization via *e-Proxy* may not be granted to members of the Board of Directors, members of the Board of Commissioners, or employees of the Company. Such electronic proxy authorization is in accordance with the provisions of Article 9 of the OJK Regulation on e-GMS.
 - ii. In the event a Shareholder is unable to access the KSEI system (eASY.KSEI), the Shareholder may download the proxy form available on the Company's website <https://www.pge.pertamina.com/id/rapat-umum-pemegang-saham> to grant a proxy and cast their vote at the Meeting; said proxy form must be submitted to the Securities Administration Bureau ("BAE") PT Datindo Entrycom, Jl. Hayam Wuruk No. 28, Jakarta 10220, Tel. (021) 3508077, no later than 3 (three) business days prior to the Meeting date, namely on April 16, 2026, at 15.00 WIB.
- d. Meeting participants have the right to express opinions, ask questions, and vote during the Meeting.
- e. The Company urges all Shareholders to register their attendance electronically via the eASY.KSEI system or to grant a proxy to the Company's Registrar, PT Datindo Entrycom.



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5. MEETING CHAIR

- a. Pursuant to Article 37 paragraph (1) of the OJK Regulation on General Shareholders' Meetings and Article 10 paragraph (13) of the Company's Articles of Association, the Chairman of the Meeting shall be a Member of the Board of Commissioners appointed by the Board of Commissioners, as designated by a resolution of the Board of Commissioners ("**Meeting Chairman**").
- b. The Chairman of the Meeting is responsible for the smooth conduct of the Meeting and has the authority to decide on meeting procedures not yet regulated or insufficiently regulated in these Rules of Conduct.

6. LANGUAGE

The Meeting shall be conducted in Indonesian.

7. QUORUM

- a. First, Second, Third, Fourth, Sixth, Seventh, and Ninth Agenda Items of the Meeting:
In accordance with the provisions of Article 11 paragraph (1) letter a of the Company's Articles of Association and Article 86 paragraph (1) of the Limited Liability Companies Act ("Company Law") as well as Article 41 paragraph 1 of the OJK Regulation on the General Meeting of Shareholders, the Meeting must be attended by Shareholders representing more than 1/2 (one-half) of the total number of shares with valid voting rights issued by the Company.
- b. Fifth Agenda Item of the Meeting:
As this agenda item is of a reporting nature, no decision will be made regarding this item.
- c. Eighth Agenda Item of the Meeting:
Pursuant to Article 11 paragraph (1) letter (b) of the Company's Articles of Association, the Meeting must be attended by Shareholders representing at least 85% (eighty-five percent) of the total number of shares with valid voting rights issued by the Company.
- d. The Notary shall count the number of shareholders present or represented at the Meeting only once, namely immediately before the Meeting is opened by the Chairman. The number of shareholders or their proxies present, as stated by the Chairman prior to the opening of the Meeting and announced by the Notary, shall remain final until the Meeting is adjourned. Therefore, shareholders or their proxies who enter the Meeting room after the Meeting has been opened are not counted in determining the quorum, are not entitled to ask questions and/or express opinions, and are not entitled to vote at the Meeting; similarly, shareholders who leave the Meeting room before the Meeting is closed do not reduce the count of the number of shareholders present at the Meeting.



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8. REGISTRATION PROCESS

The registration process for Shareholders who will attend the Meeting in person opens at 12.30 WIB on the day of the Meeting and will close no later than 30 minutes before the start of the Meeting, namely on Tuesday, April 21, 2026, at 13.00 WIB.

Meanwhile, the registration process for Shareholders who will attend the Meeting electronically via the eASY.KSEI system is available through the links <https://akses.ksei.co.id/>, and provided by KSEI. Electronic registration opens on the date of this Meeting Invitation and will close no later than before the Meeting, specifically on Monday, April 20, 2026, at 12.00 WIB.

9. Q&A

Prior to the decision-making process for the Meeting agenda items, the Chairman of the Meeting will provide an opportunity for Shareholders or Proxy Holders to ask questions and/or express their opinions.

- a. Shareholders or Proxy Holders present in person who wish to ask questions and/or express opinions are requested to raise their hands, after which the Chairman will ask the Shareholder or Proxy Holder to present their questions and/or opinions.
- b. Shareholders or Proxy Holders attending electronically via eASY.KSEI may only submit valid questions and/or opinions in writing using the chat feature in the 'Electronic Opinions' column available on the E-Meeting Hall screen within the eASY.KSEI application. Questions and/or opinions may be submitted while the meeting status in the 'General Meeting Flow Text' column is "Discussion started for agenda item no. []". Questions and/or opinions submitted orally cannot be addressed.
- c. Proxy holders who are present either in person or electronically and wish to convey their shareholders' questions and/or opinions during the discussion session for a meeting agenda item must write the shareholder's name and the size of their shareholding, followed by the relevant question or opinion.
- d. Shareholders or Proxyholders attending in person or electronically are given the opportunity to ask questions or express their opinions, with a maximum of **2 (two) questioners** per agenda item. Questions or opinions raised must be related to the Agenda Items of the Meeting. Questions and/or opinions that are not directly related or irrelevant to the Agenda Items of the Meeting will not be read aloud and/or addressed. If there are no questions and/or opinions, the question-and-answer session is closed, and the Meeting proceeds to the decision-making session.
- e. After all questions and/or opinions from Shareholders have been recorded, the Notary will read out all questions and/or opinions from Shareholders, which will be addressed or answered by the Chairman of the Meeting, or a party designated by the Chairman of the Meeting.



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10. DECISION-MAKING

- a. Meeting decisions are made by consensus.
- b. Agenda First, Second, Third, Fourth, Sixth, Seventh, and Ninth Agenda Items of the Meeting:
In accordance with the provisions of Article 86 paragraph (1) of the Limited Liability Companies Act ("Company Law"), Article 41 paragraph (1) of the OJK Regulation on General Meetings of Shareholders, and Article 11 paragraph (1) letter (a) of the Company's Articles of Association, The Meeting must be attended by Shareholders representing more than 1/2 (one-half) of the total number of shares with valid voting rights, and decisions of the Meeting are valid if approved by more than 1/2 (one-half) of the total shares with voting rights present at the Meeting.
- c. Fifth Agenda Item of the Meeting:
As this is a reporting item, no resolution is required for this agenda item.
- d. Eighth Agenda Item of the Meeting:
Pursuant to Article 11 paragraph (1) letter (b) of the Company's Articles of Association, the Meeting must be attended by Shareholders representing at least 85% (eighty-five percent) of the total number of shares with voting rights present or represented at the General Meeting of Shareholders. A resolution is valid if approved by at least 85% (eighty-five percent) of the total valid votes cast at the Meeting, unless the Articles of Association of stipulate a higher attendance quorum and/or provisions regarding the adoption of GMS resolutions.

11. VOTING

- a. At the Meeting, each share entitles its owner to cast 1 (one) vote.
- b. In accordance with Article 48 of the POJK on the General Meeting of Shareholders, the vote cast by a Shareholder applies to all shares held by that Shareholder. Therefore, a Shareholder is not entitled to grant proxy authority to more than one proxy for a portion of the shares held by that Shareholder with separate votes.
- c. Voting for Shareholders attending electronically via eASY.KSEI (*e-Voting*) is conducted on eASY.KSEI under the *e-Meeting Hall* menu, *Live Broadcasting* submenu.
- d. The voting time during the electronic voting process is the standard time set in the eASY.KSEI application. The Company may establish policies regarding the timing of direct electronic voting for Meeting Agenda Items.
- e. In accordance with Article 47 of the OJK Regulation on the General Meeting of Shareholders and Article 11 paragraph (11) of the Company's Articles of Association, a Shareholder holding shares with valid voting rights who is present at the Meeting but casts an abstention vote shall be deemed to have cast a vote in line with the majority vote of the Shareholders and Proxies who cast votes.
- f. The Chairman of the Meeting shall request the Notary to announce the results of the vote.
- g. The provisions referred to in this paragraph apply mutatis mutandis to Shareholders who grant proxy through *e-Proxy*.
- h. The conduct of *e-Voting* by Shareholders through the eASY.KSEI system shall be carried out in accordance with the technical standards and timeframe established by the electronic system operator as stipulated in the POJK on e-GMS.



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12. BROADCAST OF THE MEETING

- a. Shareholders who have registered on eASY.KSEI by the specified deadline may watch the proceedings of the Meeting via a Zoom webinar by accessing the eASY.KSEI menu, specifically the “General Meeting Broadcast” submenu within the AKSes facility, via the link <https://akses.ksei.co.id/>.
- b. Shareholders who are unable to watch the Meeting via the RUPS Broadcast are deemed to be validly present electronically, and their shareholdings and voting rights will be counted in the Meeting, provided they have declared their attendance in eASY.KSEI.
- c. Shareholders who only watch the Meeting via the RUPS Broadcast but do not declare their attendance on the eASY.KSEI application will not be counted toward the Meeting’s attendance quorum.
- d. To ensure the best experience when using the eASY.KSEI application and/or the Meeting Broadcast, Shareholders or Proxy Holders are advised to use the *Mozilla Firefox* browser.

13. CLOSING

- a. For Shareholders holding physical certificates (*script*) and/or whose shares are held in KSEI’s collective custody (*scripless*) who are physically present, after registration has been closed and the number of attending Shareholders has been reported by the Notary to the Chairman of the Meeting upon the opening of the Meeting, the following provisions shall apply:
 - 1) Shareholders are not permitted to ask questions and/or express opinions;
 - 2) Their attendance and votes shall not be counted.
- b. During the Meeting, Shareholders or Proxies present in person are expected to follow the proceedings of the Meeting in an orderly manner, subject to the following provisions:
 - 1) Meeting participant badges must be worn throughout the Meeting,
 - 2) Mobile phones and/or other electronic devices must be turned off or set to *silent* mode.
- c. The Chairman of the Meeting has the right to take any necessary actions to ensure the order of the Meeting. In this regard, such actions include, but are not limited to, requesting Meeting participants whom the Chairman deems to be disrupting the order to leave the Meeting room.
- d. In the event that a situation arises during the Meeting that is not covered by these Rules of Procedure, the Chairman of the Meeting shall determine the appropriate course of action in accordance with the Company’s Articles of Association and/or applicable laws.

Jakarta, March 30, 2026

PT Pertamina Geothermal Energy Tbk

The Board of Directors

