Bacelius Ruru

He has been the President Commissioner of the Company since 2005. He was the President Commissioner of PT Tuban Petrochemical Industries and of the Indonesia Stock Exchange. He previously held various positions in the Ministry of Finance: Chairman of BAPEPAM, Director General for Development of State-Owned Enterprises, Head of Legal and Public Relations Bureau, Head of Sub-Directorate for Legal Affairs of State-Owned Enterprises, Directorate for Development of State-Owned Enterprises, Ministry of Finance, and Head of Sub-Directorate for Life Insurance and Social Insurance. He was also the Secretary of the Ministry of State-Owned Enterprises and Chairman of the Jakarta Initiative Task Force.

He graduated from Harvard Law School, U.S.A., with an L.L.M degree in 1981 majoring in International Law. Before continuing his study in Harvard, he graduated from the Faculty of Law, University of Indonesia, with a law degree (Sarjana Hukum), also majoring in International Law.

Bambang Husodo

He was appointed as an Independent Commissioner in June 2009 and now serves also as the Chairman of the Audit Committee of PT Polychem Indonesia Tbk. For 22 years, he worked for three different private foreign exchange banks (Bank Umum Nasional, from 1977 to 1982; Bank Dagang Nasional Indonesia, from 1982 to 1991; and Bank Sahid Gajah Perkasa, from 1991 to 1999, as The Operation Director). Since 2000, he has been developing his career in several other companies With the latest ones as a Director of PT Balai Lelang Inti Mandiri from 2006 till date, an Advisor for Audit System and Procedure of PT Equity Finance Indonesia from 2007 till date, and as a member of the Audit Committee of PT Equity Development Investment Tbk. since the end of 2010

He graduated from the Academy of Finance and Banking in 1977 and the University of Hull, England(Diploma in Banking Administration) in 1989.

Gautama Hartarto

He has been the President Director of the Company since 2004. He has held various senior positions in other companies such as a Commissioner of PT Gajah Tunggal Tbk.

He finished his master degree from Boston University in 1991. He previously received a Certificate of Professional Study in Project Management from Arthur D. Little Cambridge, USA, in 1990.

Gunawan Halim

He appointed as Director in 2012. During his career, he was Assistant Plant Manager from 1979 to 1981 and Sales & Marketing Manager from 1981 to 1996 in PT Yasinta Poly. Subsequently, he was Senior Marketing Manager in PT GT Petrochem Industries Tbk from 1996 to 2004 and General Manager in PT Polychem Indonesia Tbk from 2004 to 2012.

He received the title of Master of Business Management from Labora Business & Management Institute in 1992.

<u>Hendra Soerijadi</u>

He was appointed as a Commissioner of the Company since 2013; he previously served as Director since 2007. He was the Vice President Director of the Company (formerly, PT GT Petrochem Industries Tbk) from 1996 to 1999.

He earned his Diploma degree in business management from the National University of Singapore.

Johan Setiawan

He was appointed as the Vice President Director in 2004. Prior to this, he ever held several senior managerial positions at a number of banks beginning in 1989.

Jusup Agus Sayono

He was appointed as a Director in 2005 and has also been serving as the Corporate Secretary of PT Polychem Indonesia Tbk since 2013. In addition, he also currently serves as a Director at PT. Inoac Polytechno Indonesia, a position he has held since 2014.

He worked as the Managing Director of PT Sarana Cipta Technology from 2004 to 2005. He worked as the General Manager of PT Bhakti Abadi, the Managing Director of PT Dunkindo Lestari, PT Sarana Boga and PT Ramada Inti Persada from 1999 to 2004. Prior to 2004 he worked for a number of banks.

He earned his Bachelor Degree in Accounting from the YKPN School of Economics Yogyakarta in 1992; Masters Degree in Management majoring in Marketing at Tarumanagara University in 1999; Masters Degree in Business Administration from the University of Western Australia (Perth) in 2003; and Doctorate Degree in Management & Business from Post-graduate Study Programs of Bogor Agricultural University (IPB) in 2009.

Tarunkumar Nagendranath Pal

He was appointed as Director in 2012. He has joined PT Polychem Indonesia Tbk since November 1993 and now holds the position as Technical Advisor and Plant manager. In the beginning, he worked in Indian Petrochemical Corporation Ltd, Gujrat, India, from 1980 to 1986. From 1986 to 1993 he worked in Saudi Yanbu Petrochemical Company (SABIC – EXXON MOBIL Joint Venture), Saudi Arabia as Glycol Plant Engineer, Glycol Plant Superintendent, Glycol Plant Operation Manager, and Utilities Offsites Operations Manager.

He graduated from Laxminarayan Institute of Technology Nagpur University, India (Gold Medalist) in 1978 as a Bachelor of Technology in Chemical Engineering and from Indian Institute of Technology, Mumbai, India, in 1980 as a Master of Technology in Chemical Engineering.