



Integrated Corporate Solution

**PT SHIELD ON SERVICE Tbk
DAN ENTITAS ANAK / AND SUBSIDIARIES**

Laporan Keuangan Konsolidasian Interim / *Interim Consolidated Financial Statements*
Pada Tanggal 31 Maret 2020 / *As of March 31, 2020*
Serta Untuk Tahun Yang Berakhir Pada Tanggal Tersebut / *And For The Year Then Ended*
(Mata Uang Indonesia) / *(Indonesian Currency)*

**PT SHIELD ON SERVICE Tbk
DAN ENTITAS ANAK / AND SUBSIDIARIES**

Laporan Keuangan Konsolidasian Interim Pada Tanggal 31 Maret 2020 Serta Untuk Tahun Yang Berakhir Pada Tanggal Tersebut Dan Laporan Auditor Independen (Mata Uang Indonesia)	<i>Interim Consolidated Financial Statements As of March 31, 2020 And For The Year Then Ended And Independent Auditors' Report (Indonesian Currency)</i>
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Integrated Corporate Solution



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SURAT PERNYATAAN DIREKSI TENTANG
TANGGUNG
JAWAB ATAS LAPORAN KEUANGAN KONSOLIDASIAN
PADA TANGGAL 31 MARET 2020
SERTA UNTUK TAHUN YANG
BERAKHIR PADA TANGGAL TERSEBUT
PT SHIELD ON SERVICE Tbk
DAN ENITAS ANAK

DIRECTORS' STATEMENT LETTER
RELATING TO
THE RESPONSIBILITY ON CONSOLIDATED
FINANCIAL STATEMENTS
AS OF MARCH 31, 2020
AND FOR THE YEAR THEN ENDED
PT SHIELD ON SERVICE Tbk
AND SUBSIDIARIES

Kami yang bertanda tangan dibawah ini:

We are the undersigned:

Nama
Alamat Kantor

Alamat domisili
sesuai KTP
Nomor telepon
Jabatan

Herman Julianto
Graha Dinamika Lt 3
Jl. Tanah Abang II, Jakarta Pusat
Mayang Permai V Blk. F4/6
Jakarta Utara
021-3505915
Direktur Utama / *President Director*

*Name
Office Address

Domicile as stated
in ID card
Telephonenumber
Position*

Nama
Alamat Kantor

Alamat domisili
sesuai KTP
Nomor telepon
Jabatan

Prasetyo Wibowo
Graha Dinamika Lt 3
Jl. Tanah Abang II, Jakarta Pusat
Kota Wisata, Pesona Amerika A2/10
021-3505915
Direktur Keuangan / *Finance Director*

*Name
Office Address

Domicile as stated
in ID card
Telephonenumber
Position*

Menyatakan bahwa:

State that:

1. Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian PT Shield On Service Tbk dan Entitas Anak (Grup) pada tanggal 31 Maret 2020 serta untuk tahun yang berakhir pada tanggal tersebut;
2. Laporan keuangan konsolidasian Grup telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia;
3. a. Semua informasi dalam laporan keuangan Konsolidasian Grup telah dimuat secara lengkap dan benar;
b. Laporan keuangan konsolidasian Grup tidak mengandung informasi atau fakta material tidak benar, dan tidak menghilangkan informasi atau fakta material;
4. Kami bertanggung jawab atas sistem pengendalian internal Grup.

Demikian pernyataan ini dibuat dengan sebenarnya.

1. *We are responsible for the preparation and presentation of the consolidated financial statements of PT Shield On Service Tbk and Subsidiaries (the Group) as of March 31, 2020 and for the year then ended;*
2. *The consolidated financial statements of the Group have been prepared and presented in accordance with Indonesian Financial Accounting Standards;*
3. a. *All information contained in the consolidated financial statements of the Group have been completed and properly disclosed;*
b. *The consolidated financial statements of the Group do not contain misleading material information or facts, and do not omit material information and facts;*
4. *We are responsible for the internal control system of Group.*

This statement letter is made truthfully.

Jakarta, 27 April 2020 /

April 27, 2020

Herman Julianto
Direktur Utama / *President Director*



Prasetyo Wibowo
Direktur Keuangan / *Finance Director*

31 Maret 2020
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

March 31, 2020
(Expressed in Rupiah, unless otherwise stated)

	Catatan / Notes	31 Mar 2020 Mar 31, 2020	31 Des 2019 Dec 31, 2019	
ASET				ASSETS
ASET LANCAR				CURRENT ASSETS
Kas dan setara kas	2g,5,26,27	41.359.096.397	53.507.712.593	Cash and cash equivalents
Piutang usaha - bersih	2g,6,26,27	108.854.970.443	82.228.896.365	Trade receivables - net
Piutang lain-lain	2g,7,25, 26,27	3.884.926.555	5.048.648.087	Other receivables
Persediaan	2k,8	7.570.052.237	7.084.864.872	Inventories
Uang muka dan biaya dibayar di muka	2l,9	11.368.609.663	8.435.750.428	Advance and prepaid expenses
Pajak dibayar di muka	2q,12a	3.297.107.917	361.981.497	Prepaid taxes
Pendapatan masih harus diterima	10	94.920.758.623	94.877.996.205	Accrued revenue
Jumlah Aset Lancar		271.255.924.834	251.545.850.047	Total Current Assets
ASET TIDAK LANCAR				NON-CURRENT ASSETS
Aset tetap - bersih	2m,11	9.656.276.945	9.734.062.397	Fixed assets - net
Aset pajak tangguhan	2q,12e	1.833.244.007	1.682.303.286	Deferred tax assets
Aset lain-lain	2g,26,27	1.278.155.344	1.523.804.298	Other assets
Jumlah Aset Tidak Lancar		12.767.676.297	12.940.169.981	Total Non-Current Assets
JUMLAH ASET		284.023.601.131	264.486.020.028	TOTAL ASSETS

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian interim secara keseluruhan.

See accompanying Notes to the interim Consolidated Financial Statements which are an integral part of the interim consolidated financial statements.

	Catatan / Notes	31 Mar 2020 Mar 31, 2020	31 Des 2019 Dec 31, 2019	
LIABILITAS DAN EKUITAS				LIABILITIES AND EQUITY
LIABILITAS				LIABILITIES
LIABILITAS JANGKA PENDEK				CURRENT LIABILITIES
Utang bank	2g,13	67.821.621.164	67.324.923.000	Bank loan
Utang usaha	2g,15,26,27	4.118.775.745	3.622.016.773	Trade payables
Utang lain-lain	2g,16,25, 26,27	7.631.560.699	7.780.263.681	Other payables
Utang pajak	2q,12b	13.123.182.320	9.257.603.905	Taxes payable
Beban masih harus dibayar	2g,17,27	27.395.064.323	16.637.193.830	Accrued expenses
Uang muka pelanggan		138.172.009	65.448.774	Advance from customers
Utang pembiayaan jangka pendek	2g,14,26,27	20.538.318.183	20.921.531.952	Short-term financing payables
Utang pembiayaan jangka panjang yang jatuh tempo dalam satu tahun	2g,14,26,27	<u>69.891.592</u>	<u>92.183.333</u>	Current maturities of long-term financing Payables
Jumlah Liabilitas Jangka Pendek		<u>140.836.586.035</u>	<u>125.701.165.248</u>	Total Current Liabilities
LIABILITAS JANGKA PANJANG				NON-CURRENT LIABILITIES
Utang pembiayaan jangka panjang setelah dikurangi bagian yang jatuh tempo dalam satu tahun	2g,14,26,27	172.844.568	172.844.568	Long-term financing Payables net of current maturities
Liabilitas diestimasi atas imbalan kerja karyawan	2o,18	<u>7.249.175.500</u>	<u>6.404.998.458</u>	Estimated liabilities for employees' benefits
Jumlah Liabilitas Jangka Panjang		<u>7.422.020.068</u>	<u>6.577.843.026</u>	Total Non-Current Liabilities
JUMLAH LIABILITAS		<u>148.258.606.103</u>	<u>132.279.008.274</u>	TOTAL LIABILITIES

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian interim secara keseluruhan.

See accompanying Notes to the interim Consolidated Financial Statements which are an integral part of the interim consolidated financial statements.

	Catatan / Notes	31 Mar 2020 Mar 31, 2020	31 Des 2019 Dec 31, 2019	
EKUITAS				EQUITY
Ekuitas yang dapat Diatribusikan kepada Pemilik Entitas Induk				Equity Attributable to Owners of the Parent Entity
Modal saham - nilai nominal Rp 100 per saham				Share capital - Rp 100 par value per share
Modal dasar - 2.000.000.000 saham				Authorized - 2,000,000,000 shares
Modal ditempatkan dan disetor penuh - 655.974.505 saham pada tanggal 31 Maret 2020 dan 655.874.505 saham pada tanggal 31 Desember 2019	18	65.597.450.500	65.587.450.500	Issued and fully paid - 655,974,505 shares as of March 31, 2020 and 655,874,505 shares as of December 31, 2019
Tambahan modal disetor - bersih	4	14.190.729.772	14.166.729.772	Additional paid in capital - net
Kerugian aktuarial atas imbalan kerja - bersih		(2.056.889.067)	(1.762.400.714)	Actuarial losses on employee benefits - net
Saldo laba		41.436.711.235	40.334.227.893	Retained earnings
Jumlah ekuitas yang dapat diatribusikan kepada pemilik Entitas Induk		119.168.002.440	118.326.007.451	Total equity attributable to the owners of the Parent Entity
Kepentingan Non-pengendali	2d	16.596.992.588	13.881.004.303	Non-controlling Interests
JUMLAH EKUITAS		135.764.995.028	132.207.011.754	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		284.023.601.131	264.486.020.028	TOTAL LIABILITIES AND EQUITY

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian interim secara keseluruhan.

See accompanying Notes to the interim Consolidated Financial Statements which are an integral part of the interim consolidated financial statements.

PT SHIELD ON SERVICE Tbk DAN ENTITAS ANAK
LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF
LAIN KONSOLIDASIAN INTERIM
Untuk Tahun Yang Berakhir Pada Tanggal
31 Maret 2020
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

PT SHIELD ON SERVICE Tbk AND SUBSIDIARIES
CONSOLIDATED STATEMENT OF PROFIT OR LOSS
AND OTHER INTERIM COMPREHENSIVE INCOME
For The Year Ended
March 31, 2020
(Expressed in Rupiah, unless otherwise stated)

	Catatan / Notes	31 Mar 2020 Mar 31, 2020	31 Mar 2019 Mar 31, 2019	
PENDAPATAN BERSIH	2p,19	368.690.768.204	275.764.879.368	NET REVENUES
BEBAN POKOK PENDAPATAN	2p,20	(336.041.140.887)	(248.261.905.563)	COST OF REVENUES
LABA KOTOR		32.649.627.317	27.502.973.805	GROSS PROFIT
Beban umum dan administrasi	2p,21	(26.544.555.845)	(21.278.870.483)	General and administrative expenses
Beban pemasaran	2p	(137.182.246)	(140.160.741)	Marketing expenses
LABA USAHA		5.967.889.226	6.083.942.580	INCOME FROM OPERATIONS
Penghasilan keuangan	2p	182.546.228	196.025.667	Finance income
Beban keuangan	2p,23	(2.226.240.982)	(1.945.819.983)	Finance costs
Pendapatan lain-lain - bersih	2p,24	2.237.194.543	1.513.413.816	Other income - net
LABA SEBELUM PAJAK PENGHASILAN		6.161.389.014	5.847.562.080	INCOME BEFORE INCOME TAX
BEBAN PAJAK PENGHASILAN – BERSIH	2q,12d	(2.356.596.096)	(2.141.147.431)	INCOME TAX EXPENSES – NET
LABA BERSIH TAHUN BERJALAN		3.804.792.918	3.706.414.649	NET INCOME FOR THE YEAR
PENGHASILAN KOMPREHENSIF LAIN				OTHER COMPREHENSIVE INCOME
Pos yang tidak akan direklasifikasi ke laba rugi				Item that will not be reclassified to profit or loss
Pengukuran kembali liabilitas diestimasi atas imbalan kerja	2o	(374.412.865)	(1.395.112.741)	Remeasurement of estimated liability for employees benefits
Pajak penghasilan terkait	2q,12e	93.603.214	348.778.185	Related income tax
JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN		3.523.983.268	2.660.080.093	TOTAL COMPREHENSIVE INCOME FOR THE YEAR
LABA BERSIH YANG DAPAT DIATRIBUSIKAN KEPADA:				NET INCOME ATTRIBUTABLE TO:
Pemilik entitas induk		1.102.483.342	3.646.620.171	Owners of the parent
Kepentingan non-pengendali	2d	2.702.309.576	59.794.478	Non-controlling interests
JUMLAH		3.804.792.918	3.706.414.649	TOTAL
JUMLAH LABA KOMPREHENSIF YANG DAPAT DIATRIBUSIKAN KEPADA:				TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO:
Pemilik entitas induk		807.994.988	2.600.285.615	Owners of the parent
Kepentingan non-pengendali	2d	2.715.988.280	59.794.478	Non-controlling interests
JUMLAH		3.523.983.268	2.660.080.093	TOTAL
LABA BERSIH PER SAHAM YANG DAPAT DIATRIBUSIKAN KEPADA PEMILIK ENTITAS INDUK:				NET EARNING PER SHARE ATTRIBUTABLE TO OWNERS OF THE PARENT ENTITY
Saham Dasar		29.64	28.87	Basic
Saham Dilusian		27.67	28.87	Diluted

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

See accompanying Notes to the Interim Consolidated Financial Statements which are an integral part of the consolidated financial statements.

**PT SHIELD ON SERVICE Tbk DAN ENTITAS ANAK LAPORAN
PERUBAHAN EKUITAS KONSOLIDASIAN INTERIM**
Untuk Tahun Yang Berakhir Pada Tanggal 31 Maret 2020
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT SHIELD ON SERVICE Tbk AND SUBSIDIARIES INTERIM
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY**
For The Year Ended March 31, 2020
(Expressed in Rupiah, unless otherwise stated)

	Proforma Ekuitas Dari Transaksi Restrukturisasi Entitas Sepengendali / Proforma Equity Arising From	Proforma Ekuitas Dari Transaksi Restrukturisasi Entitas Sepengendali / Proforma Equity Arising From	Ekuitas yang Dapat Diatribusikan kepada Pemilik Entitas Induk / Equity Atributable to the Owner of the Parent Entity	Keuntungan (Kerugian) Aktuarial atas Imbalan Kerja - Bersih / Actuarial Gain (Losses) on Employee Benefits - Net	Tambahan Modal Disetor / Additional Paid in Capital	Saldo Laba / Retained Earnings	Jumlah / Total	Kepentingan Non- Pengendali / Non-controlling Interests	Jumlah Ekuitas / Total Equity	Balance as of January 1, 2019	Balance as of December 31, 2019
Saldo pada tanggal 1 Januari 2018	65.000.000.000	-	12.768.848.572	(3.653.988.188)	13.233.484.883	87.436.344.968	9.524.471.715	96.960.816.681	96.960.816.681	96.960.816.681	96.960.816.681
Tambahan modal disetor	587.450.500	-	1.409.881.200	-	-	1.997.331.700	-	1.997.331.700	1.997.331.700	1.997.331.700	1.997.331.700
Laba bersih tahun berjalan	-	-	-	-	27.100.743.310	27.100.743.310	4.301.856.988	31.402.600.298	31.402.600.298	31.402.600.298	31.402.600.298
Penghasilan komprehensif lain	-	-	-	1.791.587.475	-	1.791.587.475	54.675.600	1.846.263.075	1.846.263.075	1.846.263.075	1.846.263.075
Saldo pada tanggal 31 Desember 2019	65.587.450.500	-	14.166.729.772	(1.762.400.714)	40.334.227.893	118.326.007.451	13.881.004.303	132.207.011.754	132.207.011.754	132.207.011.754	132.207.011.754
Tambahan modal disetor	10.000.000	-	24.000.000	-	-	34.000.000	-	34.000.000	34.000.000	34.000.000	34.000.000
Laba bersih tahun berjalan	-	-	-	-	1.102.483.342	1.102.483.342	2.702.309.576	3.804.792.918	3.804.792.918	3.804.792.918	3.804.792.918
Penghasilan komprehensif lain	-	-	-	(294.488.355)	-	(294.488.355)	13.678.709	(290.809.646)	(290.809.646)	(290.809.646)	(290.809.646)
Saldo pada tanggal 31 Maret 2020	65.597.450.500	-	14.180.729.772	(2.056.889.067)	41.436.711.235	119.188.002.440	18.598.892.588	135.784.995.028	135.784.995.028	135.784.995.028	135.784.995.028

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian interim secara keseluruhan.

See accompanying Notes to the Interim Consolidated Financial Statements which are an integral part of the interim consolidated financial statements.

	Catatan / Notes	31 Mar 2020 / Mar 31, 2020	31 Mar 2019 / Mar 31, 2019	
ARUS KAS DARI (UNTUK) AKTIVITAS OPERASI				CASH FLOWS FROM (FOR) OPERATING ACTIVITIES
Penerimaan kas dari pelanggan		342.094.654.949	269.483.189.562	Cash receipt from customers
Pembayaran kepada pemasok, karyawan dan beban usaha		(352.470.608.368)	(258.825.671.159)	Cash paid to suppliers, employees and operating expenses
Penerimaan (pembayaran) lain-lain		2.904.138.275	35.814.586.471	Other cash receipt (cash paid)
Kas dihasilkan dari operasi		(7.471.815.144)	46.472.104.874	Net cash generated from operation
Pembayaran pajak penghasilan		(1.747.105.380)	(446.383.234)	Income tax paid
Pembayaran untuk beban keuangan		(2.306.657.090)	(35.748.640.099)	Finance costs paid
Kas Bersih Diperoleh Dari (Digunakan untuk) Aktivitas Operasi		(11.525.577.614)	10.277.081.541	Net Cash Provided by (Used in) Operating Activities
ARUS KAS DARI (UNTUK) AKTIVITAS INVESTASI				CASH FLOWS FROM (FOR) INVESTING ACTIVITIES
Hasil penjualan aset tetap	11	307.388.251	124.127.008	Proceeds from sale of fixed assets
Perolehan aset tetap	11	(1.077.911.227)	(2.754.959.529)	Acquisition of fixed assets
Kas Bersih Digunakan untuk Aktivitas Investasi		(770.522.976)	(2.630.832.521)	Net Cash Used in Investing Activities
ARUS KAS DARI (UNTUK) AKTIVITAS PENDANAAN				CASH FLOWS FROM (FOR) FINANCING ACTIVITIES
Kenaikan (penurunan) utang pembiayaan jangka pendek		(383.213.769)	(1.357.215.704)	Increase (decrease) of short-term financing payables
Peningkatan modal disetor	4,19	34.000.000	-	Increase in paid in capital
Kas Bersih Diperoleh dari Aktivitas Pendanaan		147.484.395	(1.357.215.704)	Net Cash Provided by Financing Activities
KENAIKAN (PENURUNAN) BERSIH KAS DAN SETARA KAS		(12.148.616.194)	6.289.033.316	NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS
KAS DAN SETARA KAS AWAL TAHUN		53.507.712.594	36.419.023.493	CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR
KAS DAN SETARA KAS AKHIR TAHUN	5	41.359.096.400	42.708.056.809	EQUIVALENTS AT THE END OF THE YEAR

Lihat Catatan atas Laporan Keuangan Konsolidasian Interim yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian Interim secara keseluruhan.

See accompanying Notes to the Interim Consolidated Financial Statements which are an integral part of the interim consolidated financial statements.

1. UMUM

Pendirian Perusahaan dan Informasi Umum

PT Shield On Service Tbk (Perusahaan) didirikan pada tanggal 5 Agustus 2004 berdasarkan Akta No. 6 dari Notaris Veronica Lily Dharma, S.H. Akta pendirian tersebut telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. C-30035.HT.01.01TH.2004 tanggal 13 Desember 2004. Anggaran Dasar Perusahaan telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris Yulia, S.H., No. 64 tanggal 24 Juni 2019 tentang peningkatan modal ditempatkan dan disetor Perusahaan. Perubahan tersebut telah diterima dan dicatat oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Penerimaan No. AHU-AH.01.03-0289722 Tahun 2019 tanggal 24 Juni 2019.

Sesuai dengan Pasal 3 Anggaran Dasar Perusahaan, ruang lingkup kegiatan Perusahaan adalah menjalankan usaha dalam bidang jasa kecuali jasa dalam bidang hukum dan pajak, jasa kebersihan mencakup cleaning service dan limbah cair, jasa konsultasi manajemen untuk pemberdayaan sumber daya manusia dan tenaga kerja, jasa konsultasi pelatihan dan ketrampilan tenaga kerja, marketing dan pemberdayaan sumber daya manusia, jasa teknologi informasi termasuk internet content provider multimedia, design dan pemograman piranti lunak, jasa penyelenggaraan penjualan lelang, jasa pengelolaan gedung, perkantoran, taman hiburan/rekreasi

Kantor pusat Perusahaan terletak Jl. Kesehatan No.37, RT.2/RW.3, Petojo, Gambir, Jakarta Pusat.

Perusahaan mulai beroperasi secara komersial pada tahun 2004.

Penawaran Umum Saham

Pada tanggal 25 Oktober 2018, Perusahaan memperoleh surat pernyataan efektif No. S-151/D.04/2018 dari Otoritas Jasa Keuangan (OJK) untuk melakukan penawaran umum saham kepada masyarakat sebanyak 150.000.000 saham atau sebanyak 23% dari jumlah saham yang ditempatkan dan disetor penuh dengan nilai nominal Rp 100 per saham dengan harga penawaran Rp 275 per saham disertai dengan penerbitan Waran Seri I sebanyak 150.000.000 yang diberikan secara cuma-cuma dengan nilai nominal Rp 100 setiap saham dengan harga pelaksanaan Rp 340 setiap saham. Selisih lebih antara harga penawaran per saham dengan nilai nominal per saham dicatat sebagai "Tambahan Modal Disetor" setelah dikurangi biaya emisi saham, yang disajikan pada bagian ekuitas pada laporan posisi keuangan konsolidasian. Masa pelaksanaan waran yaitu mulai tanggal 6 Mei 2019 sampai dengan 6 November 2023. Setiap pemegang satu saham baru Perusahaan berhak membeli satu waran. Bila waran tidak dilaksanakan sampai masa berlakunya habis, maka waran tersebut menjadi

1. GENERAL

The Company's Establishment and General Information

PT Shield On Service Tbk (the Company) was established on August 5, 2004 based on Notarial Deed No. 6 of Veronica Lily Dharma, S.H. The Deed of Establishment was approved by the Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. C-30035.HT.01.01TH.2004 dated December 13, 2004. The Company's Articles of Association have been amended several times, most recently by Notarial Deed No. 64 dated June 24, 2019 of Yulia, S.H., concerning increase of issued and fully paid capital of the Company. This amendment was accepted and recorded by the Ministry of Law and Human Rights of the Republic of Indonesia in Acceptance Letter No. AHU-AH.01.03-0289722 Year 2019 dated June 24, 2019.

In accordance with Article 3 of the Company's Articles of Association, the scope of the Company's activities is to operate in services except services in the field of law and taxes, cleaning services including cleaning service and liquid waste, management consulting services for empowerment of human resources and labor resources, and skills of manpower, marketing and human resource empowerment, information technology services including internet content provider multimedia, software design and programming, auction sale services, building management services, offices, amusement / recreation parks

The Company's main office is located at Jl. Kesehatan No. 37, RT.2/RW.3, Petojo, Gambir, Central Jakarta.

The Company started its commercial operations in 2004.

Public Offering of Shares

On October 25, 2018, The Company obtained an effective statement letter No. S-151/D.04/2018 from the Financial Services Authority (OJK) made a public offering of its shares to the public of 150,000,000 shares or 23% of the total issued and fully paid with a nominal value of Rp 100 per share with offering price of Rp 275 per share and accompanied by the issuance of Warrant Series I of 150,000,000 as an incentive with a nominal value of Rp 100 per share with an exercise price of Rp 340 per share. The excess of the share offering price over the par value per share was recognized as "Additional Paid-in Capital" after deducting shares issuance cost, which is presented under the equity section of the consolidated statement of financial position. Period of execution of warrants which began on May 6, 2019 until November 6, 2023. Each holder of one new share of the company has the right to buy one warrant. If the warrants are not executed until the validity period expires, then, these warrants were obsolete.

1. UMUM (lanjutan)

Penawaran Umum Saham (lanjutan)

Berdasarkan surat pengumuman pencatatan dari Bursa Efek Indonesia No.S-06404/BEI.PP1/10-2018, Perusahaan mencatat seluruh sahamnya sebanyak 650.000.000 saham pada tanggal 6 November 2018.

Dewan Komisaris, Direksi, Komite Audit dan Karyawan

Susunan Dewan Komisaris, Dewan Direksi dan Komite Audit Perusahaan pada tanggal 31 Maret 2020 dan 31 Desember 2019 adalah sebagai berikut:

	<u>31 Mar 2020/ Mar 31, 2020</u>	<u>31 Des 2019/ Dec 31, 2019</u>	
<u>Dewan Komisaris</u>			<u>Board of Commissioners</u>
Komisaris Utama	Robby Yulianto	Robby Yulianto	President Commissioner
Komisaris	Lily Marjani Pribadi	Lily Marjani Pribadi	Commissioner
Komisaris Independen	Supratman Gunawan	Supratman Gunawan	Independent Commissioner
<u>Dewan Direksi</u>			<u>Board of Directors</u>
Direktur Utama	Herman Julianto	Herman Julianto	President Director
Direktur	Prasetyo Wibowo	Prasetyo Wibowo	Director
Direktur independen	Justinus Iwan Sutanto	Justinus Iwan Sutanto	Independent Director
<u>Komite Audit</u>			<u>Audit Comitee</u>
Ketua	Supratman Gunawan	Supratman Gunawan	Chairman
Anggota	Aldi Setiadi	Hendrianto Kenanga	Member
Anggota	Vicky Bernhard Longdong	Vicky Bernhard Longdong	Member

Pada tanggal 31 Maret 2020 dan 31 Desember 2019, jumlah karyawan tetap Perusahaan 33 orang. Sedangkan jumlah karyawan tidak tetap Perusahaan adalah 510 orang

As of 31 March 2020 and December 31, 2019, the Company had 33 permanent employees, respectively. While for non permanent employees, the Company had 510, respectively.

Jumlah gaji dan kompensasi yang diterima Direksi Perusahaan dan entitas anak untuk tahun yang berakhir pada tanggal-tanggal 31 Maret 2020 dan 31 Desember 2019 adalah sebagai berikut :

Total salaries and benefits paid to the Board of Director by the Company and subsidiaries for the years ended March 31, 2020 and December 31, 2019 are as follows:

	<u>31 Mar 2020/ Mar 31, 2020</u>	<u>31 Des 2019/ Dec31,2019</u>	
Gaji dan tunjangan	2.142.692.918	12.551.168.520	Salaries and allowances
Personel manajemen kunci Perusahaan adalah orang-orang yang mempunyai kewenangan dan tanggung jawab untuk merencanakan, memimpin dan mengendalikan aktivitas Perusahaan. Seluruh anggota Dewan Komisaris dan Direksi dianggap sebagai manajemen kunci Perusahaan.			Key management personnel of the Company are those people who have the authority and responsibility for planning, directing and controlling the activities of the Company. All members of the Boards of Commissioners and Directors are considered as key management personnel of the Company.

Entitas Anak yang Dikonsolidasikan

Pada tanggal 31 Maret 2020 dan 31 Desember 2019, entitas anak yang dikonsolidasikan dan persentase kepemilikan Perusahaan adalah sebagai berikut:

Consolidated Subsidiaries

As of March 31, 2020 and December 31, 2019, the consolidated subsidiaries and the respective percentage of ownership owned by the Company are as follows:

1. UMUM (lanjutan)

Entitas Anak yang Dikonsolidasikan (lanjutan)

Entitas Anak / <i>Subsidiaries</i>	Domisili / <i>Domicile</i>	Jenis Usaha / <i>Nature of Business</i>	Tahun Berdiri Komersial / <i>Start of Commercial</i>	Persentase Kepemilikan / <i>Percentage of Ownership</i>		Jumlah Aset (Sebelum Eliminasi) / <i>Total Assets (Before Elimination)</i>	
				31 Mar 2020/ <i>Mar 31, 2020</i>	31 Des 2019/ <i>Dec 31, 2019</i>	31 Mar 2020/ <i>Mar 31, 2020</i>	31 Des 2019/ <i>Dec 31, 2019</i>
<u>Kepemilikan langsung / Direct ownership</u>							
PT SOS Indonesia	Jakarta	Jasa Manajemen lainnya / Other Management Services	2009	99,97%	99,97%	11.245.361.282	11.160.335.850
PT Professional Human Resources	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2007	80,00%	80,00%	16.961.506.134	14.020.493.389
PT The Service Line	Jakarta	Jasa Kebersihan/ Cleaning Services	2007	99,99%	99,99%	111.582.012.772	106.014.983.821
PT Master Parking Indonesia	Jakarta	Jasa Parkir/ Parking Services	2009	99,94%	99,94%	7.480.760.618	7.882.321.522
PT Safe Secured Solution	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2009	99,47%	99,47%	14.177.936.442	12.813.446.419
PT Human Resources Provider	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2018	51,52%	51,52%	96.594.727.307	92.344.584.511
<u>Kepemilikan tidak langsung / Indirect ownership</u>							
PT Human Resources Solution	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2009	80,00%	80,00%	2.858.519.499	2.866.638.117

Entitas Anak / <i>Subsidiaries</i>	Domisili / <i>Domicile</i>	Jenis Usaha / <i>Nature of Business</i>	Tahun Berdiri Komersial / <i>Start of Commercial</i>	Persentase Kepemilikan / <i>Percentage of Ownership</i>		Jumlah Liabilitas (Sebelum Eliminasi) / <i>Total Liabilities (Before Elimination)</i>	
				31 Mar 2020/ <i>Mar 31, 2020</i>	31 Des 2019/ <i>Dec 31, 2019</i>	31 Mar 2020/ <i>Mar 31, 2020</i>	31 Des 2019/ <i>Dec 31, 2019</i>
<u>Kepemilikan langsung / Direct ownership</u>							
PT SOS Indonesia	Jakarta	Jasa Manajemen lainnya / Other Management Services	2009	99,97%	99,97%	790.628.272	755.465.925
PT Professional Human Resources	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2007	80,00%	80,00%	9.753.397.738	7.815.867.175
PT The Service Line	Jakarta	Jasa Kebersihan/ Cleaning Services	2007	99,99%	99,99%	55.012.439.683	49.898.256.131
PT Master Parking Indonesia	Jakarta	Jasa Parkir/ Parking Services	2009	99,94%	99,94%	11.333.986.051	10.479.578.609
PT Safe Secured Solution	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2009	99,47%	99,47%	13.719.891.290	12.610.976.495
PT Human Resources Provider	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2018	51,52%	51,52%	65.736.624.369	66.820.279.169
<u>Kepemilikan tidak langsung / Indirect ownership</u>							
PT Human Resources Solution	Jakarta	Jasa Penyedia SDM/ Human Resources Provider	2009	80,00%	80,00%	1.397.504.928	1.340.566.916

Pada tanggal 29 Maret 2018, Perusahaan mengakuisisi entitas anak yaitu PT SOS Indonesia, PT The Service Line, PT Master Parking Indonesia, PT Safe Secured Solution dan PT Human Resources Solution. Pada tanggal 5 November 2018, Perusahaan mengakuisisi entitas anak yaitu PT Human Resources Provider dalam transaksi restrukturisasi entitas sependengali.

On March 29, 2018, the Company acquired a subsidiary, PT SOS Indonesia, PT The Service Line, PT Master Parking Indonesia, PT Safe Secured Solution and PT Human Resources Solution. On November 5, 2018, the Company acquired a subsidiary, PT Human Resources Provider in a restructuring transaction of entities under common control.

1. UMUM (lanjutan)

Entitas Anak yang Dikonsolidasikan (lanjutan)

PT The Service Line

PT The Service Line telah didirikan pada tanggal 2 Maret 2007 berdasarkan Akta No.1 yang dibuat di hadapan Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn. Akta pendirian tersebut telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusannya No. W8-02513 HT.01.01-TH.2007 tanggal 30 Agustus 2007. Anggaran Dasar PT The Service Line telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris No. 170 tanggal 29 Maret 2018 dari Yulia, S.H., tentang perubahan modal dasar, ditempatkan dan disetor. Perubahan anggaran dasar tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusannya No. AHU-AH.0067165.AH.01.02.Tahun 2018 tanggal 29 Maret 2018.

Berdasarkan Akta Notaris Yulia, S.H., No. 170 tanggal 29 Maret 2018, Perusahaan telah melakukan penyertaan 8.000 saham baru yang diterbitkan oleh PT The Service Line sebesar Rp 8.000.000.000.

Berdasarkan Akta Notaris Yulia, S.H., No. 170 tanggal 29 Maret 2018, Perusahaan telah melakukan pembelian 18.897 saham PT The Service Line sebesar Rp 18.897.000.000 dari PT Puragraha Dianpertiwi dan sebesar 6.299 saham dari PT Inlife sebesar Rp 6.299.000.000. Sehingga kepemilikan Perusahaan atas saham PT The Service Line menjadi 33.196 atau sebesar Rp 33.196.000.000 dari nilai nominal saham seluruhnya 33.200 saham atau sebesar Rp 33.200.000.

PT Master Parking Indonesia

PT Master Parking Indonesia didirikan pada tanggal 22 Juni 2009 berdasarkan Akta No. 3 dari Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn. Akta pendirian tersebut telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusannya No. AHU-55847.AH.01.01.2009 tanggal 17 November 2009. Anggaran Dasar PT Master Parking Indonesia telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris Yulia, S.H., No. 174 tanggal 29 Maret 2018 tentang perubahan modal dasar, ditempatkan, dan disetor penuh. Perubahan tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusan No. AHU-AH.01.03.0129356, tanggal 29 Maret 2018.

Berdasarkan Akta Notaris Yulia, S.H., No. 161 tanggal 28 Maret 2018, Perusahaan telah melakukan penyertaan 5.500 saham baru yang diterbitkan oleh PT Master Parking Indonesia sebesar Rp 5.500.000.000.

1. GENERAL (continued)

Consolidated Subsidiaries (continued)

PT The Service Line

PT The Service Line was established on March 2, 2007 based on Notarial Deed No. 1 of Artisa Khamelia Ramadiyanti, S.H., M.Kn. The deed of establishment was approved by the Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. W8-02513 HT.01.01-TH.2007 dated August 30, 2007. PT The Service Line's Articles of Association have been amended several times, most recently by Notarial Deed No. 170 dated March 29, 2018 of Yulia, S.H., concerning changes in authorized capital, issued and paid in capital. This amendment was approved by the Ministry of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU AH.0067165.AH.01.02.2018 dated March 29, 2018.

Based on Notarial Deed of Yulia, S.H., No. 170 dated March 29, 2018, the Company has invested 8,000 new shares issued by PT The Service Line amounting to Rp 8,000,000,000.

Based on Notarial Deed of Yulia, S.H., No. 170 dated March 29, 2018, the Company has acquired 18,897 shares from PT The Service Line amounted to Rp 18,897,000,000 from PT Puragraha Dianpertiwi and amounted to 6,299 shares from PT Inlife amounted to Rp 6,299,000,000. Thus, the Company's ownership of PT The Service Line shares becomes to 33,196 or amounted to Rp 33,196,000,000 from the total nominal value of 33,200 shares or amounted to Rp 33,200,000.

PT Master Parking Indonesia

PT Master Parking Indonesia was established on June 22, 2009 based on Notarial Deed No. 3 of Artisa Khamelia Ramadiyanti, S.H., M.Kn. The deed of establishment was approved by the Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-55847.AH.01.01.2009 dated November 17, 2009. The PT Master Parking Indonesia's Articles of Association have been amended several times, most recently by Notarial Deed No. 174 dated March 29, 2018 of Yulia, S.H., concerning changes authorized, issued and fully paid capital. This amendment was approved by the Ministry of Law and Human Rights of the Republic of Indonesia with Decision Letter No. AHU-AH.01.03.0129356, dated March 29, 2018.

Based on Notarial Deed of Yulia, S.H., No. 161 dated March 28, 2018, the Company has invested 5,500 new shares issued by PT Master Parking Indonesia amounted to Rp 5,500,000,000.

1. UMUM (lanjutan)

Entitas Anak yang Dikonsolidasikan (lanjutan)

PT Master Parking Indonesia (lanjutan)

Berdasarkan Akta Notaris Yulia, S.H., No. 174 tanggal 29 Maret 2018, Perusahaan melakukan pembelian saham PT Master Parking Indonesia

sebanyak 747 saham dari PT Puragraha Dianpertiwi sebesar Rp 747.000.000 dan sebanyak 249 saham dari PT Inlife sebesar Rp 249.000.000.

Sehingga kepemilikan Perusahaan atas PT Master Parking Indonesia menjadi 6.496 saham atau sebesar Rp 6.496.000.000 dari nilai nominal saham seluruhnya 65.000 saham atau sebesar Rp 6.500.000.000.

PT Professional Human Resources

PT Professional Human Resources, berkedudukan di Jakarta, didirikan pada tanggal 9 September 2007 berdasarkan Akta No. 2 dari Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn., notaris di Bekasi dengan nilai investasi awal sejumlah Rp 250.000.000, dengan persentase kepemilikan Perusahaan sebesar 80% dan sisanya dimiliki oleh PT Elang Permata, pihak ketiga.

Anggaran Dasar PT Professional Human Resources telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn., No. 12 tanggal 8 Maret 2013 tentang perubahan susunan pengurus Perusahaan. Perubahan tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusan No. AHU-0086379.AH.01.09.Tahun 2013, tanggal 12 September 2013.

PT Safe Secured Solution

PT Safe Secured Solution didirikan pada tanggal 25 Juni 2009 berdasarkan Akta No. 4 dari Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn. Akta pendirian tersebut telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-57241.AH.01.01TH.2009 tanggal 24 November 2009. Anggaran Dasar PT Safe Secured Solution telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris No. 177 tanggal 29 Maret 2018 dari Yulia, S.H., tentang perubahan modal dasar, ditempatkan dan disetor. Perubahan anggaran dasar tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusannya No. AHU-AH.01.03-0129360 Tahun 2018 tanggal 29 Maret 2018.

Berdasarkan Akta Notaris Yulia, S.H., No. 160 tanggal 28 Maret 2018, Perusahaan telah melakukan penyertaan 500 saham baru yang diterbitkan oleh PT Safe Secured Solution sebesar Rp 500.000.000.

1. GENERAL (continued)

Consolidated Subsidiaries (continued)

PT Master Parking Indonesia (continued)

Based on Notarial Deed of Yulia, S.H., No. 174 dated March 29, 2018, the Company has acquired 747 shares of PT Master Parking Indonesia from

PT Puragraha Dianpertiwi amounting to Rp 747,000,000 and 249 shares from PT Inlife amounted to Rp 249,000,000.

Thus, the Company's ownership of PT Master Parking Indonesia shares becomes 6,496 shares or amounted to Rp 6,496,000,000 of the total nominal value of the shares of 65,000 shares or amounted to equivalent Rp 6,500,000,000.

PT Professional Human Resources

PT Professional Human Resources, is domiciled in Jakarta, was established on September 9, 2007 based on Notarial Deed No. 2 of Artisa Khamelia Ramadiyanti, S.H., M.Kn., notary in Bekasi with an initial capitalization of Rp 250,000,000, as a 80% owned subsidiary, and remaining is owned by PT Elang Permata, third party.

PT Professional Human Resources Articles of Association have been amended several times, most recently by Notarial Deed No. 12 dated March 8, 2013 of Artisa Khamelia Ramadiyanti, S.H., M.Kn., concerning changes in the structure of the Company. This amendment was approved by the Ministry of Law and Human Rights of the Republic of Indonesia in Decision Letter No. AHU-0086379.AH.01.09.Year 2013, dated September 12, 2013.

PT Safe Secured Solution

PT Safe Secured Solution, was established on June 25, 2009 based on Notarial Deed No. 4 of Artisa Khamelia Ramadiyanti, S.H., M.Kn. The deed of establishment was approved by the Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-57241.AH.01.01TH.2009 dated November 24, 2009. The PT Safe Secured Solution Articles of Association have been amended several times, most recently by Notarial Deed No. 177 dated March 29, 2018 of Yulia, S.H., concerning changes in authorized capital, issued and paid in capital. This amendment was approved by the Ministry of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-AH.01.03-0129360 dated March 29, 2018.

Based on Notarial Deed of Yulia, S.H., No. 160 dated March 28, 2018, the Company has invested 500 new shares issued by PT Safe Secured Solution amounted to Rp 500,000,000.

1. UMUM (lanjutan)

Entitas Anak yang Dikonsolidasikan (lanjutan)

PT Safe Secured Solution (lanjutan)

Berdasarkan Akta Notaris Yulia, S.H., No. 177 tanggal 29 Maret 2018, Perusahaan melakukan pembelian saham PT Safe Secured Solution sebanyak 184 saham dari PT Puragraha Dianpertiwi sebesar Rp 184.000.000 dan sebanyak 62 saham dari PT Inlife sebesar Rp 62.000.000. Sehingga kepemilikan Perusahaan atas saham PT Safe Secure Solution menjadi 746 saham atau sebesar Rp 746.000.000 dari nilai nominal seluruhnya 750 saham atau sebesar Rp 750.000.000.

PT SOS Indonesia

PT SOS Indonesia didirikan tanggal 2 April 2009 berdasarkan Akta No. 8 dari Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn. Akta pendirian tersebut telah disahkan oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dalam surat keputusan No AHU-25881.AH.01.01.2009 tanggal 12 Juni 2009. Anggaran Dasar PT SOS Indonesia telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris Yulia, S.H., No. 180 tanggal 29 Maret 2018 tentang perubahan modal dasar, ditempatkan dan disetor. Perubahan anggaran dasar tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia

Republik Indonesia dengan surat keputusan No AHU-AH.01.03.0129365 tanggal 29 Maret 2018.

Berdasarkan Akta Notaris Yulia, S.H., No. 163 tanggal 29 Maret 2018, Perusahaan telah melakukan penyertaan 12.000 saham yang diterbitkan PT SOS Indonesia sebesar Rp 12.000.000.000.

Berdasarkan Akta Notaris Yulia, S.H., No. 180 tanggal 29 Maret 2018, Perusahaan telah melakukan pembelian saham PT SOS Indonesia sebanyak 747 saham dari PT Puragraha Dianpertiwi sebesar Rp 747.000.000 dan sebanyak 249 saham dari PT Inlife sebesar Rp 249.000.000. Sehingga kepemilikan saham Perusahaan atas saham PT SOS Indonesia menjadi 12.996 saham atau sebesar Rp 12.996.000.000 dari nilai nominal saham seluruhnya 13.000 saham atau sebesar Rp 13.000.000.000.

PT Human Resources Provider

PT Human Resources Provider didirikan berdasarkan Akta Notaris No. 7 tanggal 22 April 2009 yang dibuat di hadapan Notaris Artisa Khamelia Ramadiyanti, S.H., M.Kn. Akta pendirian tersebut telah disahkan oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusannya No. AHU-45650.AH.01.01.Tahun 2009 tanggal 15 September 2009. Anggaran Dasar PT Human Resources Provider telah mengalami beberapa kali perubahan, terakhir dengan Akta Notaris Vidi Andito, S.H., No. 2 tanggal 15 November 2017 tentang perubahan susunan pengurus Perusahaan. Perubahan tersebut telah disetujui oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan Surat Keputusan No. AHU 0024032.AH.01.02.tahun 2017 tanggal 16 November 2017.

1. GENERAL (continued)

Consolidated Subsidiaries (continued)

PT Safe Secured Solution (continued)

Based on Notarial Deed of Yulia, S.H., No. 177 dated March 29, 2018, the Company has acquired 184 shares of PT Safe Secured Solution from PT Puragraha Dianpertiwi amounted to Rp 184,000,000 and 62 shares from PT Inlife amounted to Rp 62,000,000. Thus, the Company's ownership of PT Safe Secure Solution shares becomes 746 shares or amounted to Rp 746,000,000 from the total nominal value of 750 shares or amounting to Rp 750,000,000.

PT SOS Indonesia

PT SOS Indonesia was established on April 2, 2009 based on Deed No. 8 of Notary Artisa Khamelia Ramadiyanti, S.H., M.Kn. This deed of establishment has been approved by the Ministry of Law and Human Rights of the Rrepublic of Indonesia in decision letter No. AHU-25881.AH.01.01.2009 dated June 12, 2009. The Articles of Association of the PT SOS Indonesia's have been amended several times, most recently by notarial deed of Yulia, S.H., No. 180 dated March 29, 2018 concerning the charge of authorized, issued and fully paid in capital. This amendment has approved by the Ministry of Law and Human

Rights of the Republic of Indonesia with decision letter No AHU- AH.01.03.0129365 dated March 29, 2018.

Based on Notarial Deed of Yulia, S.H., No. 163 dated March 29, 2018, the Company has invested 12,000 shares issued by PT SOS Indonesia amounted to Rp 12,000,000.000.

Based on Notarial Deed of Yulia, S.H., No. 180 dated March 29, 2018, the Company has acquired 747 shares of PT SOS Indonesia from PT Puragraha Dianpertiwi amounted to Rp 747,000,000 and 249 shares from PT Inlife amounted to Rp 249,000,000. Thus, the Company's ownership of PT SOS Indonesia shares becomes 12,996 shares or amounted to Rp 12,996,000,000 of the total par value of 13,000 shares or amounted to Rp 13,000,000,000.

PT Human Resources Provider

PT Human Resources Provider was established based on Notarial Deed No. 7 dated April 22, 2009 of Artisa Khamelia Ramadiyanti, S.H., M.Kn. The deed of establishment was approved by Ministry of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-45650.AH.01.01.Tahun 2009 dated September 15, 2009. The Articles of Association of PT Human Resources Provider have been amended several times, most recently by Notarial Deed No. 2 dated November 15, 2017 of Vidi Andito, S.H., concerning changes in the structure of the Company. This amendment was approved by the Ministry of Law and Human Rights of the Republic of Indonesia in Decision Letter No. AHU-0024032.AH.01.02.tahun 2017 dated November 16, 2017.