

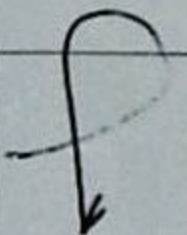
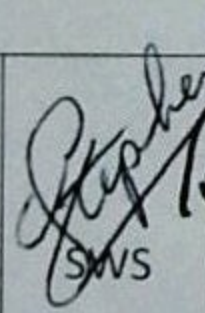
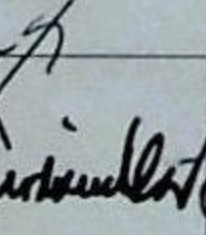
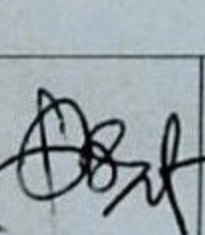
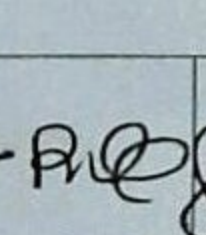
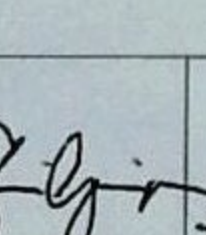
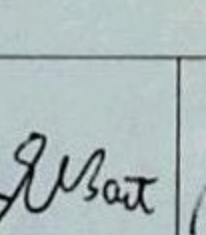
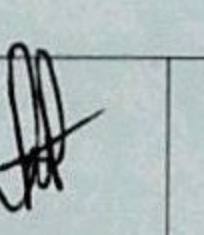
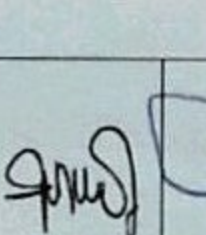
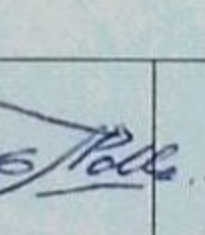
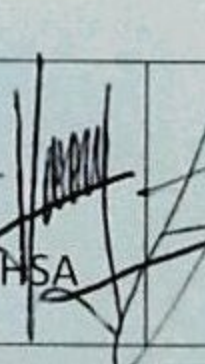
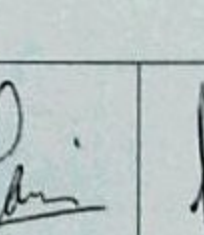
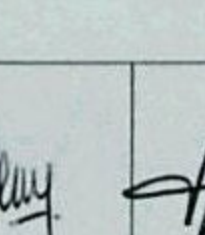
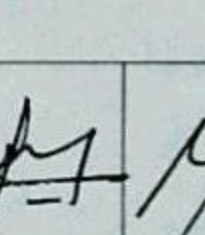
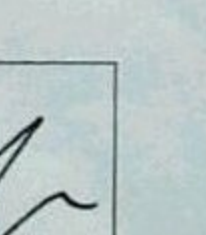
## PAKTA INTEGRITAS

### INTEGRITY PACT

Dalam rangka mendukung pelaksanaan Tata Kelola Organisasi Yang Baik (*Good Organization Governance/GOG*) yang diterapkan di bawah naungan Lembaga BINA NUSANTARA (Binus), maka pada hari ini, kami yang bertandatangan dibawah ini mengatasnamakan seluruh Karyawan Lembaga dibawah Bisnis Unit/Divisi yang kami pimpin berjanji:

*In order to enforce Good Organization Governance (GOG) implemented within institution of BINA NUSANTARA (BiNus), today, we, signed this document beneath, on behalf of all employee working under Business Units/Divisions led by us, declare:*

1. Mematuhi ketentuan yang berkaitan dengan benturan kepentingan dan penerimaan hadiah/gratifikasi seperti yang diatur dalam Buku Pedoman Karyawan.  
*To obey all terms related to conflict of interests and reward acceptance or gratification issues, just as stated in Employee Hand Book.*
2. Menghindari situasi benturan kepentingan antara kepentingan Lembaga dengan kepentingan pribadi dan/atau keluarga Karyawan.  
*To avoid conflict of interests circumstances among institution interests with personal and/or family interests.*
3. Tidak akan menerima atau meminta hadiah/gratifikasi dalam bentuk dan situasi apapun, baik secara langsung maupun tidak langsung termasuk namun tidak terbatas dalam hubungannya dengan pihak vendor/supplier, kontraktor, bank, rekanan, konsultan, pelanggan maupun hubungan lainnya.  
*To reject or not to seek reward/gratification in any forms and predicaments, directly or indirectly, including but not limited to affiliations with vendors/suppliers, contractors, banks, partners, consultants, customers, or any forms of affiliation with other parties.*
4. Melaporkan kepada Tim GOG-Center Binus apabila mengetahui adanya indikasi pelanggaran integritas di lingkungan kerja kami termasuk namun tidak terbatas pada pelanggaran benturan kepentingan, penerimaan hadiah/gratifikasi, indikasi *fraud*, penyimpangan dana atau aset dan penyalahgunaan wewenang.

|                                                                                     |                                                                                     |                                                                                     |                                                                                     |                                                                                      |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |
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| YSHP                                                                                | SWS                                                                                 | FAA                                                                                 | SY                                                                                  | PMS                                                                                  | SBG                                                                                   | ELB                                                                                   | GIN                                                                                   | TFT                                                                                   | GP                                                                                    | HSA                                                                                   | JDP                                                                                   | FHD                                                                                   | IS                                                                                    | JA                                                                                    |

## PAKTA INTEGRITAS

### INTEGRITY PACT

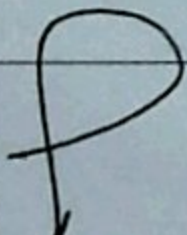
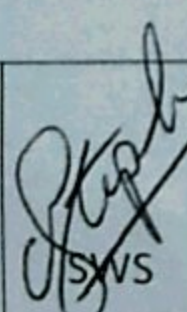
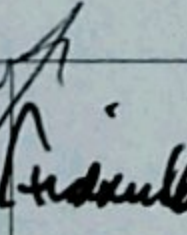
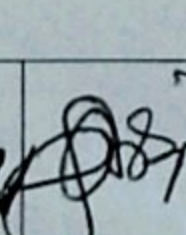
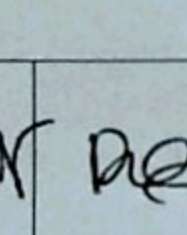
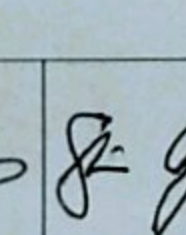
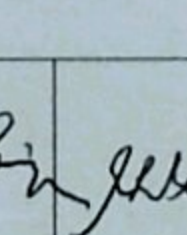
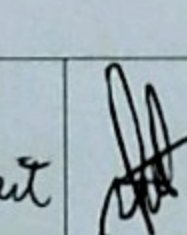
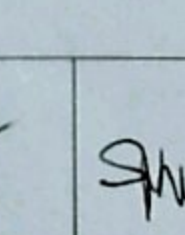
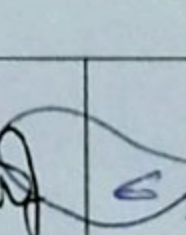
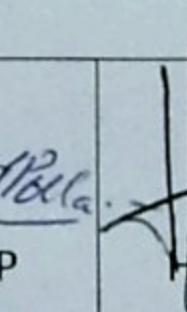
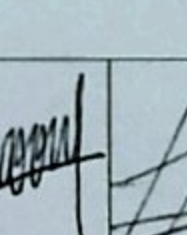
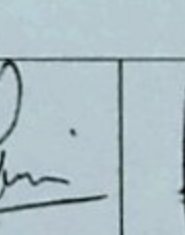
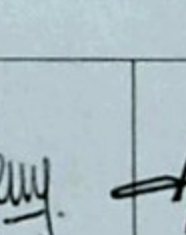
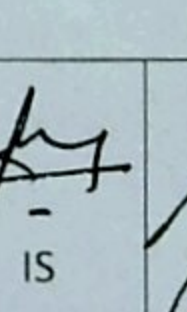
*To report to BiNus GOG-Centre team in case of having knowledge about any indications of integrity breach in our working environment, including but not limited to conflict of interests, reward acceptance / gratification, fraud indications, fund or assets extortions, and authorization misuses.*

5. Mendukung dan menerapkan sanksi yang akan diberikan oleh Lembaga kepada setiap Karyawan yang terbukti melanggar PAKTA INTEGRITAS ini.

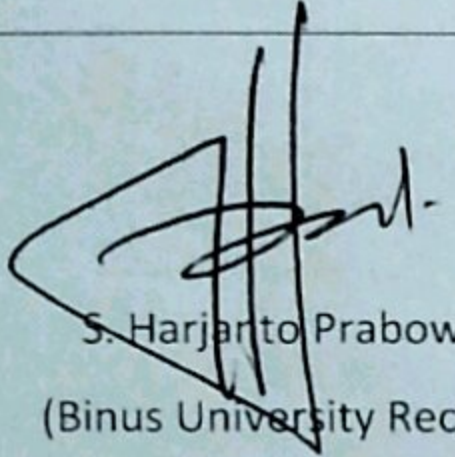
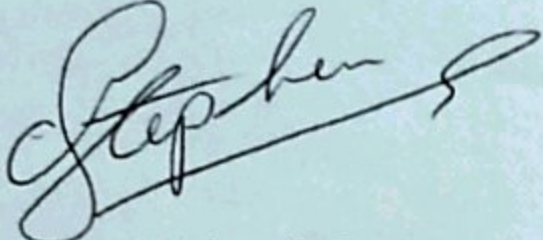
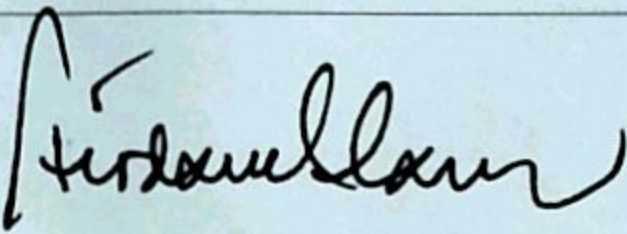
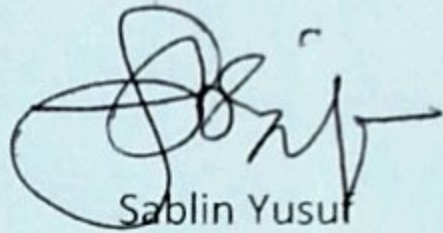
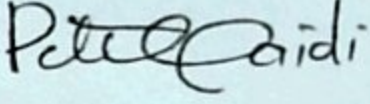
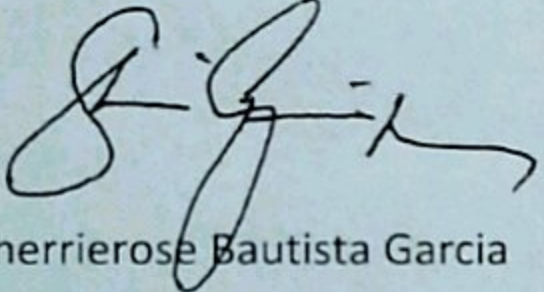
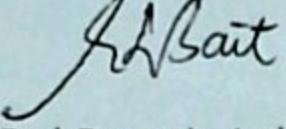
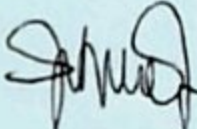
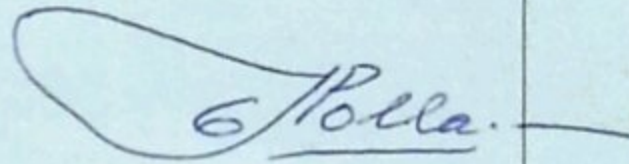
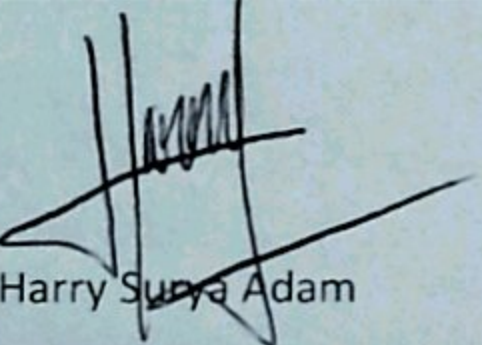
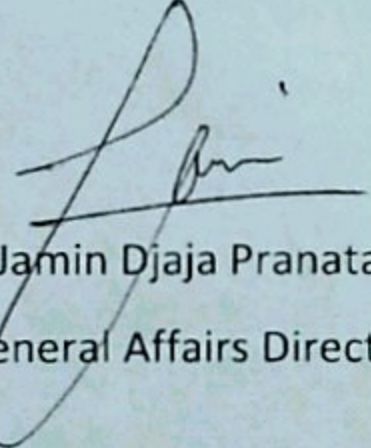
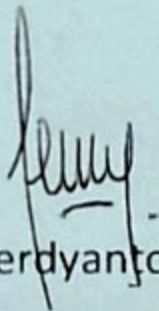
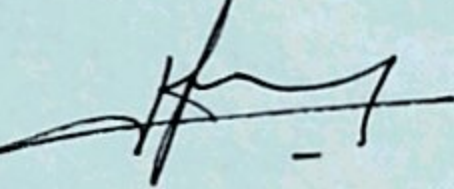
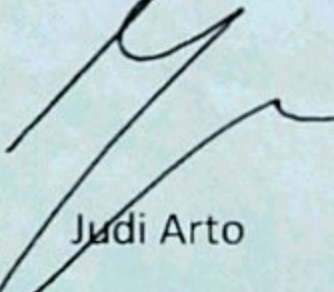
*To support and implement sanctions in accordance with corporate policies to every employee convicted to do infringements against this INTEGRITY PACT.*

Demikian pernyataan janji ini kami buat dengan sesungguhnya dan penuh kesadaran.

*Hereby we truly affirm this pact with full of consciousness.*

|                                                                                     |                                                                                     |                                                                                     |                                                                                     |                                                                                     |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |                                                                                       |
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| YSHP                                                                                | SWS                                                                                 | FAA                                                                                 | SY                                                                                  | PMS                                                                                 | SBG                                                                                   | ELB                                                                                   | GIN                                                                                   | TFT                                                                                   | GP                                                                                    | HSA                                                                                   | JDP                                                                                   | FHD                                                                                   | IS                                                                                    | JA                                                                                    |

Jakarta, 26 November 2013

|                                                                                                                                                                     |                                                                                                                                                               |                                                                                                                                                                                             |                                                                                                                                           |                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>S. Harjanto Prabowo<br>(Binus University Rector)                               | <br>Stephen Wahyudi Santoso<br>(Corporate Strategic<br>Management Director) | <br>Firdaus Alamsjah<br>(Binus International Executive Dean and<br>BINUS Consulting & Training Director) | <br>Sablin Yusuf<br>(KALBIS Institute Rector)          | <br>Peter Matthew Saidi<br>(BIS Simprug Principal)                         |
| <br>Sherrierose Bautista Garcia<br>(BIS Serpong MS/HS Principal)                   | <br>Elsie Del Rosario Lallana Bait<br>(BIS Serpong ECY/EL Principal)        | <br>Gintoro<br>(Binus Center Director)                                                                   | <br>Tjia Fie Tjoe<br>(Binus Square General<br>Manager) | <br>Gerardus Polla<br>(BINUS Corporate Learning<br>& Development Director) |
| <br>Harry Surya Adam<br>(Finance Director and Human<br>Capital & Legal Director) | <br>Jamin Djaja Pranata<br>(General Affairs Director)                     | <br>Ferry Herdyanto Djunarto<br>(IDO Director)                                                         | <br>Ivan Sangkereng<br>(IT Director)                 | <br>Judi Arto<br>(Marketing Director)                                    |