

parties, except as required by laws or as approved by the Company.

2. Disclosure of important information of the Company to other parties shall be stated in the Annual Reports and Financial Statements of the Company in accordance with the laws and regulations.
3. Management of the Documents & Information of the Company will be further regulated in a Company regulation.

L. INTRODUCTORY AND COMPETENCY IMPROVEMENT PROGRAM

1. Introductory Program for the Board of Commissioners

- a. Newly appointed members of the Board of Commissioners shall be given an introductory program to understand all aspects related to the roles and responsibilities of the Board of Commissioners and to harmonize perceptions about the implementation of GOG in the Company so that the new Board of Commissioners can immediately adapt and give contribution to the Company.
- b. The implementation of the introductory program shall be the responsibility of the Corporate Secretary or any person performing the function of corporate secretary.

c. The introductory program materials shall at least include the following:

- 1) Introduction to the Company including its vision, mission, strategy, performance, financial conditions, risks and the most current developments of the Company.
- 2) Understanding of the telecommunications industry, including knowledge of the Company's products;
- 3) Understanding of government regulations and policies particularly in the telecommunication industry;
- 4) Understanding of the financial aspects (financial literacy), especially related to examination of financial statements, including but not limited to balance sheets, income statements, cash flow statements, and changes in equity statements, as well as notes to the financial statements of State Owned Enterprises and publicly-listed companies;
- 5) Implementation of GCG principles in the Company, including ethics and norms applicable within the Company.

- 6) Roles, duties and responsibilities of the Board of Commissioners and the Board of Directors, including with regard to Internal Audit and Committees, as well as other supporting organs.
 - 7) Introduction to managerial ranks and files and visit to each Unit of the Company.
 - 8) Roles, duties and responsibilities of the Board of Commissioners and Directors.
 - 9) Introduction to managerial ranks and files and visit to each Unit of the Company.
- d. The materials of the introductory program as referred to in point c above shall first consider the instruction of the Board of Directors and advice of the Board of Commissioners.
- e. The preparation of the materials of the introductory program as referred to in point 1) c above shall first consider the instruction of the Board of Directors and advices of the Board of Commissioners.
- f. No later than 3 (three) months after the introductory program is carried out, the Corporate Secretary or any person that carries out the function of Corporate Secretary shall be

obliged to evaluate the implementation of the introductory program.

2. Competency Improvement

a. The provisions concerning competency improvement program for the Board of Commissioners shall be as follows:

- 1) The competency improvement program shall be implemented in order to improve the effectiveness of the work of the Board of Commissioners;
- 2) Each member of the Board of Commissioners participating in the competency improvement program such as seminars and/or training shall be required to give presentations to other members of the Board of Commissioners for sharing information and knowledge;
- 3) The relevant member of the Board of Commissioners shall be responsible for preparing report on the implementation of the competency improvement program. The report shall be submitted to the Board of Commissioners.

b. The Competency improvement programs that can be carried out shall be, among others:

- 1) Knowledge related to the principles of corporate law and laws and regulations relating to the Company's business activities, as well as the internal control system;
- 2) Knowledge related to government policies related to the Company's strategic ecosystem, the Company's core business, and the latest developments of the Company's industry.
- 3) Knowledge related to strategic management and its formulation;
- 4) Knowledge related to risk management;
- 5) Knowledge related to quality financial reporting.

M. PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS

1. General Policy

- a. The Board of Commissioners shall formulate and submit to the holder of Series A Dwiwarna Shares the Management Contract documents which shall include the following:

- 1) Key Performance Indicator (KPI) for the Board of Commissioners; and
- 2) Key Performance Indicator (KPI) for the Company.