

## K. CONFIDENTIALITY

1. The entire information and document related to the approval process along with its attachment, including documentary letters which have been issued and the presentation made by the Board of Commissioners and the Supporting Organs of the Board of Commissioners, including the document and/or the material of the presentation made by the Board of Directors and delivered to the Board of Commissioners, must be kept confidential by the Board of Commissioners and the entire members of the Supporting Organs of the Board of Commissioners, as well as will not be disclosed and reported to other party, unless required by the law or approved by the Company or has become public information.
2. The disclosure of important information of the Company to other party is set out in the Annual Report and the Financial Statement of the Company in accordance with the laws and regulations.

The Confidentiality, the Management of Document, and the Information of the Company will be further stipulated in the Company regulations, by continue observing the provisions contained in the laws and regulations and the Articles of Association of the Company.

## L. THE INTRODUCTION PROGRAM AND COMPETENCE IMPROVEMENT

1. The Introduction Program of the Board of Commissioners
  - a. For the newly appointed members of the Board of Commissioners will be given the introduction program to give them understanding regarding any aspects related to the roles and responsibilities of the Board of Commissioners as well as to synchronize the perception regarding the implementation of GCG in the Company, therefore, the new Board of Commissioners can immediately adjust and give contribution to the Company.
  - b. The implementation of the introduction program aforesaid will become the responsibility of the Corporate Secretary or anyone who carries out the function as the corporate secretary.
  - c. The materials of the introduction program will at least contain the following matters:
    - 1) The introduction regarding the Company including the vision, mission, strategy, performance, financial condition, risks and latest condition of the Company;
    - 2) The comprehension regarding the telecommunication industry, including the knowledge regarding the products of the Company;
    - 3) The comprehension regarding the regulation and policies of the government, particularly towards telecommunication industry;
    - 4) The comprehension regarding the financial aspect (financial literacy), particularly related to the audit of the financial statement, including, but not limited to the balance sheet, the profit and loss statement, the cash flow report, and the statement of changes in equity, as well as the report over the financial statement of State-Owned Enterprises and public companies.
    - 5) The implementation of GCG principles in the Company, the integrated Governance, Risk & Compliance (GRC), and the whistleblowing system, including the prevailing ethic and norms within the Company;
    - 6) The knowledge related to the prevailing Environmental, Social, and Governance (ESG) and sustainability reporting in the Company based on the provisions of the laws and regulations and the Articles of Association;



- 7) The sharing session with the policy makers and the regulator;
  - 8) The knowledge related to the state finance law and the prevention of corruption criminal offenses;
  - 9) The roles, duties, and responsibilities of the Board of Commissioners and the Board of Directors, including the Internal Audit and the Committees, as well as other supporting organs;
  - 10) The introduction with the management level and visit to each Unit of the Company;
  - 11) The Team Building will engage the entire members of the Board of Commissioners, both the newly appointed and those who have previously occupied the office, with the objective of materializing team cohesiveness and cooperation as the Board of Commissioners.
- d. The materials for the introduction program as referred to in point c above must firstly observe the instruction of the Board of Directors and by considering the advices of the Board of Commissioners.
- e. At the latest 3 (three) months after the implementation of the introduction program, the Corporate Secretary or anyone performing the corporate secretary function will be obliged to carry out evaluation towards the implementation of the introduction program aforesaid.
2. The Competence Improvement
- a. The provisions regarding the competence improvement program for the Board of Commissioners are as following:
- 1) The competence improvement program will be carried out in framework of improving work effectiveness of the Board of Commissioners;
  - 2) Every member of the Board of Commissioners attending the competence improvement program, such as seminars and/or training, will be required to give presentation to other members of the Board of Commissioners in the framework of sharing information and knowledge;
  - 3) The relevant member of the Board of Commissioners will be responsible for drawing report regarding the implementation of the competence improvement program. The report aforesaid will be delivered to the Board of Commissioners.
- b. The competence improvement programs which can be carried out are among others:
- 1) The knowledge related to the corporate legal principles and the laws and regulations related to the business activities of the Company, as well as the internal control system;
  - 2) The knowledge related to the Policies of the government related to the strategic environment of the Company, the core business of the Company, and the latest development of the industry of the Company;
  - 3) The knowledge related to the strategic management and its formula;
  - 4) The knowledge related to the risk management;



- 5) The knowledge related to the high quality financial reporting;

**M. THE PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS**

1. General Policies

- a. The Board of Commissioners will prepare and deliver to the Dwiwarna A Series Shareholder, the Key Performance Indicator (KPI) document for the Board of Commissioners in a collegial manner.
- b. The Board of Commissioners, in preparing KPI, will observe and consider the assessment parameter, both in the form of numeral indicator and narrative format as well as the evaluation related to:
  - i. The application of Good Corporate Governance;
  - ii. The Aspiration of the Dwiwarna A Series Shareholder;
  - iii. The stipulation of absolute target for RKAP and KPI;
  - iv. The provisions of the legislations.
- c. The Board of Commissioners will be obliged to deliver the quarterly report on the progress of KPI realization to the Dwiwarna A Series Shareholder.

2. The Self-Assessment Policy to assess the performance of the Board of Commissioners.

- a. The Board of Commissioners has the Self-Assessment policy to assess the performance of the Board of Commissioners. The Self-Assessment of the Board of Commissioners constitutes a guideline which is used as the form of accountability over the assessment on the performance of the Board of Commissioners in a collegial manner. The relevant Self-Assessment will be carried out by each member of the Board of Commissioners to assess the implementation of the performance of the Board of Commissioners in a collegial manner, and does not assess the individual performance of each member of the Board of Commissioners. With the presence of this Self-Assessment, it is anticipated that each member of the Board of Commissioners can contribute to improve the performance of the Board of Commissioners in a sustainable manner.
- b. The Self-Assessment of the members of the Board of Commissioners will be carried out by the Committee carrying out the Nomination and Remuneration function chaired by one of the Members of the Board of Commissioners.
- c. In the Self-Assessment, the policy aforesaid may cover assessment activities which are carried out along with their purposes and objectives, the time for the periodic implementation, and the assessment benchmark or criteria used in accordance with the recommendation provided by the nomination and remuneration function.
- d. The Self-Assessment policy to assess the performance of the Board of Commissioners will be disclosed through the Annual Report.

**N. CONCURRENT SERVING OF THE BOARD OF COMMISSIONERS**

1. The Board of Commissioners may concurrently serve as the Board of Commissioners in a company other than BUMN, by referring to the provisions of the sectoral laws and regulations as well as the provisions of the prevailing laws and regulations.

