

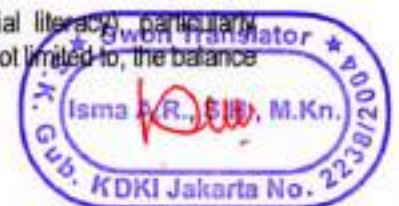
- e. In the event that the entire members of the Board of Directors have conflict of interest with the Company and there is not any member of the Board of Commissioners, then, the Company will be represented by other party appointed by the GMS.

N. CONFIDENTIALITY AND INFORMATION DISCLOSURE

1. Information disclosure must be carried out accurately and in a timely manner in accordance with the prevailing provisions regarding any important information of the Company.
2. To improve the implementation of information disclosure, it can be carried out through the following matters:
 - a. The utilization of information technology more widely other than on the website as the media of information disclosure;
 - b. The Annual Report of the Company; and/or
 - c. Other methods prescribed by the laws and regulations or which are considered good by the Company.
3. The entire documents on the approval process along with its attachments, including the letter documents which have been issued and the presentation made by the Board of Directors and the Executive Committee must continue to be maintained with regard to its confidentiality and must not be disclosed and reported to other party, unless required by the laws or approved by the Board of Directors.
4. The disclosure of important information of the Company to other party will be set out in the Annual Report and the Financial Statement of the Company in accordance with the laws and regulations.
5. The Management of Documents & Information of the Company will be further stipulated in the Company regulations.

O. THE INTRODUCTION PROGRAM AND COMPETENCE IMPROVEMENT

1. The Introduction Program of the Board of Directors
 - a. For the members of the Board of Directors who are recently appointed, will be provided the introduction program regarding the general condition of the Company.
 - b. The responsibility to carry out the introduction program lies on the hand of the Corporate Secretary or anyone carrying out the corporate secretary function.
 - c. The materials for the introduction program will at least cover the following matters:
 - 1) The introduction regarding the Company, including the vision, mission, strategy, performance, financial condition, risk, and latest development of the Company.
 - 2) The comprehension regarding telecommunication industry, including the knowledge regarding the products of the Company;
 - 3) The comprehension towards the regulation and policy of the government, particularly towards the telecommunication industry;
 - 4) The comprehension towards 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 notes on 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 ethics and norms within the scope of the Company.
 - 6) The knowledge related to Environmental, Social, and Governance (ESG) and the prevailing 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 financial 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.
 - 10) The introduction with the managerial levels and visits to each Unit of the Company.
 - 11) The team building which includes the entire Members of the Board of Directors, both the newly appointed and those who have previously occupied the office with the objective of materializing the team solidarity and cooperation as the Board of Directors.
- d. The formation of the materials for the introduction program as referred to in letter c above must firstly be with due regards to the instruction of the Board of Directors and by considering the advice of the Board of Commissioners.
- e. At the latest 3 (three) months after the carrying out the introduction program, the Corporate Secretary or anyone carrying out the corporate secretary function will be obliged to carry out evaluation towards the implementation of such introduction program.

2. Competence Improvement

The provisions regarding the capability improvement program for the Board of Directors shall be as following:

- a. The competence improvement program is carried out in the framework of improving the work function and effectiveness of the Board of Directors;
- b. The plan for carrying out the competence improvement program must be included in the Work and Budget Plan of the Company;
- c. The Corporate Secretary formulates the needs of competence improvement program of the Board of Directors, once every year with due regards to the advice of the Nomination and Remuneration Committee.
- d. Every member of the Board of Directors attending the competence improvement program, such as seminar and/or training, is requested to give presentation to other members of the Board of Directors who did not attend the competence improvement program in the framework of sharing information and knowledge;



- e. The relevant member of the Board of Director will be responsible for preparing the report regarding the implementation of competence improvement program. The report aforesaid will be submitted to the President Director.

P. THE PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

1. General Policy

- a. The Board of Directors executes the Management Contract documents containing:
 - 1) The Key Performance Indicator (KPI) in a collegial manner; and
 - 2) The Key Performance Indicator (KPI) individually.
- b. The Board of Directors in formulating KPI in collegial manner will be obliged to have due regards to and consider the assessment parameter in the form of numeric indicator and narrative as well as evaluation related to:
 - i. The economic and social values for Indonesia;
 - ii. The innovation of business model;
 - iii. The leadership of technology;
 - iv. The increase of investment;
 - v. The development of talents; and
 - vi. The provisions of the legislations.
- c. The Board of Directors submits the Board of Directors' KPI proposal in collegial manner to the Dwiwarna A Series Shareholder to be stipulated simultaneously with the submission of the Work and Budget Plan of the Company.
- d. The Board of Directors will be obliged to elaborate the Board of Directors' KPI in a collegial manner to become the Board of Directors' KPI individually and to present it to the Board of Commissioners to obtain approval.
- e. The calculation for the achievement of the Board of Directors' KPI in a collegial manner and individually will be reviewed by the Public Accounting Firm (KAP) auditing the financial statement of the Company.
- f. The achievement of the Board of Directors' KPI in a collegial manner will be reported in the periodic report and the annual report in accordance with the prevailing provisions.
- g. The changes to the Board of Directors' KPI may only be made in the framework of adjustment to the Work and Budget Plan of the Company.

2. The Performance Evaluation Criteria of the Board of Directors

The performance evaluation criteria of the Board of Directors will be stipulated in the GMS based on the KPI. The performance evaluation criteria of the Board of Directors will be at least as following:

- a. The formation of KPI and its achievement evaluation.

