

- b. Its attendance level in the Meeting of the Board of Directors and the Meeting of the Board of Commissioners.
- c. The contribution in the business activities of the Company.
- d. The involvement in certain assignments.
- e. Its commitment in promoting the interest of the Company.
- f. The compliance towards the prevailing laws and regulations as well as the policies of the Company.
- g. The achievement of the targets of the Company set out in RKAP and the Management Contract.

3. Self-Assessment Policy to assess the performance of the Board of Directors

- a. The Board of Directors has self-assessment policy to assess the performance of the Board of Directors. The self-assessment policy of the Board of Directors constitutes a guideline used as a form of accountability over the collegial performance assessment of the Board of Directors. The relevant Self-Assessment is carried out by each member of the Board of Directors to assess the collegial performance implementation of the Board of Directors, instead of assessing the individual performance of each member of the Board of Directors. With the presence of this self-assessment, it is expected that each member of the Board of Directors can contribute to improving the performance of the Board of Directors in a sustainable manner.
- b. The policy aforesaid can cover assessment activities being carried out along with their purposes and objectives, the periodic implementation time, and the benchmark or criteria of assessment being used is in accordance with the recommendation provided by the nomination and remuneration function.
- c. The self-assessment policy to assess the performance of the Board of Directors will be disclosed through the Annual Report.

Q. CONCURRENT SERVING OF THE BOARD OF DIRECTORS

- 1. A member of the Board of Directors of the Company will be prohibited to concurrently serving as:
 - a. A member of the Board of Directors at other BUMN, regional government-owned enterprise, and privately owned enterprise;
 - b. A member of the Board of Commissioners and/or the Supervisory Board at other BUMN and other companies;
 - c. The members of the Board of Directors or the Board of Commissioners in other company with the criteria:
 - 1) Exist in the same relevant market;
 - 2) Has close linkage in the line of business and/or type of business; or
 - 3) The other company aforesaid collectively with the Company can control the market segment of certain goods and/or services



which can result in the occurrence of monopoly practices and/or unfair business competition.

- d. Other structural and functional position in the central and regional government institution/agency;
 - e. The administrator of political party, a member of the House of People's Representatives, the Regional Government Representatives Board, the House of People's Representatives of the First Level Region, and the House of People's Representatives of the Second Level Region and/or the head of the region/deputy head of the region;
 - f. Become a candidate/member of the House of People's Representatives, the Regional Government Representatives Board, the House of People's Representatives of the First Level Region, and the House of People's Representatives of the Second Level Region or the candidate for the head of the region/deputy head of the region;
 - g. Other position which can give rise to conflict of interest; and/or
 - h. Other position in accordance with the provisions in the laws and regulations.
2. For concurrent serving of office as the Board of Directors which are not included in the provisions in point 1 will be required the approval from the Board of Commissioners.
 3. A member of the Board of Directors of the Company who is concurrently serving other office as referred to in point 1 above, his term of office as a member of the Board of Directors of BUMN will end starting as of the occurrence of the concurrent serving of office aforesaid.
 4. A member of the Board of Directors whose term of office has ended as referred to in point 3 above, will notify to the Company in writing related to the occurrence of the concurrent serving of office supplemented by the supporting documents.
 5. The member of the Board of Directors whose term of office has ended as referred to in point 3 above, will be confirmed with regard to his dismissal in the GMS.
 6. In addition to the prohibited concurrent serving of office as referred to in point 1, the members of the Board of Directors are prohibited to concurrently serving the office as the members of the Board of Commissioners in other company, save for:
 - a. The Board of Commissioners in the subsidiary company of BUMN/the affiliated company of the relevant BUMN, provided that he will only be entitled to the highest income of the offices which he concurrently serves, unless stipulated otherwise by the Minister.
 - b. The Board of Commissioners in other company to represent/defend the interest of BUMN to the extent obtaining permit from the Minister of BUMN.
 7. A member of the Board of Directors will submit to the Board of Commissioners in the event that there is a share ownership and concurrent serving of offices outside the prohibited concurrent serving of offices in this provision at other company.
 8. By considering the effectiveness of management of the Company, a Member of the Board of Directors of the Company may occupy the office as a member of the Board of Commissioners at the maximum in 3 (three) Subsidiary Companies and/or affiliated companies.
 9. By considering the needs and demands of the Company, by firstly obtaining the approval of the Board of Commissioners, then, certain members of the Board of Directors may occupy the office as members of the Board of Commissioners in more than 3 (three) Subsidiary Companies and/or



affiliated companies.

10. Other matters in relation to the follow-up over the occurrence of concurrent serving of office, including the rights and obligations related to the dismissal of the relevant members of the Board of Directors, will adhere to the provisions contained in the laws and regulations, the Articles of Association, and the Company regulation.

