

Program Pengenalan Perusahaan untuk Dewan Komisaris

ANTAM melaksanakan program pengenalan bagi anggota Dewan Komisaris yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis, rencana perusahaan ke depan, pedoman kerja dan hal lainnya yang menjadi tanggung jawab Dewan Komisaris. Program pengenalan diatur dalam Pedoman Kerja Dewan Komisaris.

Pada tahun 2020, telah dilakukan program pengenalan perusahaan untuk Dewan Komisaris yang baru diangkat berdasarkan Keputusan RUPS Tahunan Tahun Buku 2019 yakni kepada Bambang Sunarwibowo. Materi pengenalan diberikan oleh SVP Corporate Secretary. Program pengenalan perusahaan dilaksanakan pada tanggal 21 Juli 2020 secara *online*. Selain pemaparan atas Perusahaan, dalam program pengenalan Perusahaan juga disampaikan dokumen-dokumen penunjang diantaranya Laporan Tahunan, dokumen Arah Strategis Korporasi, Rencana Kerja dan Anggaran Perusahaan (RKAP), Rencana Jangka Panjang Perusahaan (RJPP), Anggaran Dasar Perseroan, Kebijakan Tata Kelola Perusahaan (CGP), Standar Etika Perusahaan, Program Kerja Dewan Komisaris dan Komite Penunjang Dewan Komisaris, Piagam Dewan Komisaris, Piagam Direksi dan Piagam Komite Penunjang Dewan Komisaris, kebijakan Pengendalian Gratifikasi, kebijakan Penyampaian dan Pengelolaan LHKPN, kebijakan Manajemen Risiko, Pedoman Internal Audit, dan kebijakan lainnya serta peraturan-peraturan yang terkait dengan pelaksanaan tugas Dewan Komisaris. Selain itu, guna memahami secara langsung proses bisnis Perusahaan, program pengenalan Perusahaan juga meliputi kunjungan langsung ke Unit/Unit Bisnis Perusahaan.

Program Pengembangan Kapabilitas Dewan Komisaris

Guna meningkatkan kompetensi dan pengetahuan Dewan Komisaris dan sejalan dengan program pengembangan Dewan Komisaris sebagaimana tercantum dalam Piagam Dewan Komisaris, yakni bahwa anggota Dewan Komisaris harus senantiasa menambah dan memutakhirkan pengetahuannya melalui kegiatan pelatihan, *workshop*, seminar, *conference*, ataupun dalam bentuk kunjungan kerja serta banding kaji (*benchmark*), maka pada tahun 2020 realisasi Program Pelatihan dan Pengembangan yang dilakukan oleh Dewan Komisaris yakni:

Induction Program for the Board of Commissioners

ANTAM carries out an induction program for the new member of the Board of Commissioners, providing the full picture of the Company's business activities, Company's plans, work guidelines, and other matters relating to the responsibilities of the Board of Commissioners. The induction program is set forth under the Charter of the Board of Commissioners.

In 2020, the induction program was held for a member of the Board of Commissioners who had been newly appointed based on the Resolution of Annual GMOS for Fiscal Year 2019, namely Bambang Sunarwibowo. The materials for the induction program, which was held on July 21, 2020 by online, were provided by the SVP Corporate Secretary. Aside from the provision of description about the Company, the participant was also provided with the supporting documents during the program, such as Annual Report, the Company's Work Plan and Budget (RKAP), the Company's Long-Term Plan (RJPP), the Company's Articles of Association, Corporate Governance Policy (CGP), Corporate Code of Conduct, Work Plans of the Board of Commissioners and its Supporting Committee, the Board of Commissioners' Charter, the Board of Directors' Charter, and the Charter of the Board of Commissioners' Supporting Committee, Gratification Control policies, LHKPN Submission and Management policies, Risk Management policies, Internal Audit Guidelines, and other policies as well as regulations in connection with the duties of the Board of Commissioners. Furthermore, to deepen the understanding of the Company's business, the induction program also includes direct visits to the Units/Business Units of the Company.

Capability Development Program for the Board of Commissioners

In order to enhance the competencies and knowledge of the Board of Commissioners and in line with the Board of Commissioners' development program as stated in the Charter of the Board of Commissioners, whereby members of the Board of Commissioners must continuously broaden and update their knowledge through training, workshops, seminars, conferences or in the form of work visits and benchmarking, the following Training and Development Programs were held and attended by the Board of Commissioners during 2020:

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|---------------------------------------|--|--|---|
| Agus Surya Bakti | 9 Januari 2020 January 9, 2020 | Kunjungan Kerja ke UBPP Logam Mulia Working Visit to Precious Metal Processing and Refinery Business Unit | Jakarta |
| | 28 Januari 2020 January 28, 2020 | Kunjungan Kerja ke UBPP Emas Working Visit to Gold Mining Business Unit | Bogor, Jawa Barat Bogor, West Java |
| | 27-29 Februari 2020 February 27-29, 2020 | Kunjungan Kerja UBPP Nikel Sulawesi Tenggara Working Visit to Southeast Sulawesi Nickel Mining Business Unit | Kolaka, Sulawesi Tenggara Kolaka, Southeast Sulawesi |
| | 28 Mei 2020 May 28, 2020 | MIND-ID Leadership Series-Strategic Dilience at MIND-ID: What Does it Mean to be a World Class Company? | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Leadership Series 4: How To Success in Managing Strategic Initiative Project Avoid The Well Known Traps | Daring Online |
| | 30 Juli 2020 July 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Webinar-Masih Bingung Memahami Laporan Keuangan, Yuk Kita Tanya sama Ahlinya Web Seminar-Still Confused Understanding Financial Statements, Let's Ask the Experts | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol.4-Berjuang dengan AKHLAK We (Explore) Talk Vol.4-Fight with AKHLAK | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | The 6 th MIND ID Leadership Series-Leading an International Expansion | Daring Online |
| | 10 September 2020 September 10, 2020 | The 7 th MIND ID Executive Leadership Series: Mine 2020: Resilient & Resourceful | Daring Online |
| | 29 September 2020 September 29, 2020 | The 8 th MIND ID Executive Leadership Series: Corporate Diplomacy Prof. Witold Henisz | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | The 9 th MIND ID Executive Leadership Series, Minerals Processing for Sustainability, Efficiency and Profitability | Daring Online |
| | 13 November 2020 November 13, 2020 | The 10 th MIND ID Executive Leadership Series: Metals Processing | Daring Online |
| | 30 November 2020 November 30, 2020 | The 11 th MIND ID Leadership Series Sustainability Shaping The Future of Mining | Daring Online |
| | 11 Desember 2020 December 11, 2020 | The 12 th MIND ID Leadership Series Rethinking Leadership in Today's Changing World | Daring Online |
| Gumilar Rusliwa Somantri | 9 Januari 2020 January 9, 2020 | Kunjungan Kerja ke UBPP Logam Mulia Working Visit to Precious Metal Processing and Refinery Business Unit | Jakarta |
| | 20-22 Januari 2020 January 20-22, 2020 | Diskusi Forum Komite Audit Holding Industri Pertambangan MIND ID 2020 Mining Industry Holding (MIND ID) Audit Committee Forum Discussion 2020 | Kuala Tanjung, Sumatera Utara Kuala Tanjung, North Sumatra |
| | 6-7 Februari 2020 February, 6-7, 2020 | Workshop PSAK 71, PSAK 72, PSAK 73 PSAK 71, PSAK 72 and PSAK 73 Workshop | Bandung |
| | 28 Mei 2020 May, 28, 2020 | MIND-ID Leadership Series - Strategic Dilience at MIND-ID: What Does it Mean to be a World Class Company? | Daring Online |
| | 30 Juli 2020 July, 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol.4-Berjuang dengan AKHLAK We (Explore) Talk Vol.4-Fight with AKHLAK | Daring Online |
| 12 Desember 2020 December 12, 2020 | Pelatihan dan Serifikasi Certification in Audit Committee Practices (CACP) dari Ikatan Komite Audit Indonesia Certification in Audit Committee Practices training and Certification from the Indonesian Audit Committee Association | Daring Online | |
| Anang Sri Kuswardono | 9 Januari 2020 January 9, 2020 | Kunjungan Kerja ke UBPP Logam Mulia Working Visit to Precious Metal Processing and Refinery Business Unit | Jakarta |
| | 28 Januari 2020 January 28, 2020 | Kunjungan Kerja ke UBPP Emas Working Visit to Gold Mining Business Unit | Bogor, Jawa Barat Bogor, West Java |
| | 27-29 Februari 2020 February 27-29, 2020 | Kunjungan Kerja UBPP Nikel Sulawesi Tenggara Working Visit to Southeast Sulawesi Nickel Mining Business Unit | Kolaka, Sulawesi Tenggara Kolaka, Southeast Sulawesi |
| | 21-22 April 2020 April 21-22, 2020 | Finance For Non Finance Professionals | Daring Online |
| | 28 Mei 2020 May 28, 2020 | MIND-ID Leadership Series-Strategic Dilience at MIND-ID: What Does it Mean to be a World Class Company? | Daring Online |
| | 3 Juni 2020 June 3, 2020 | Risk Management for Projects from The University of Adelaide | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|------------------------|---|--|---------------------------------------|
| | 28 Juli 2020 July 28, 2020 | Peran BUMN Energi & Tambang dalam Pemulihan Ekonomi Nasional Akibat Pandemi COVID-19 The Role of Energy & Mining SOEs in National Economic Recovery Due to the COVID-19 Pandemic | Daring Online |
| | 30 Juli 2020 July 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol.4-Berjuang dengan AKHLAK We (Explore) Talk Vol.4-Fight with AKHLAK | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | The 9 th MIND ID Executive Leadership Series, Minerals Processing for Sustainability, Efficiency and Profitability | Daring Online |
| | 12 Desember 2020 December 12, 2020 | Pelatihan dan Serifikasi Certification in Audit Committee Practices (CACP) dari Ikatan Komite Audit Indonesia Certification in Audit Committee Practices training and Certification from the Indonesian Audit Committee Association | Daring Online |
| Dadan Kusdiana | 9 Januari 2020 January 9, 2020 | Kunjungan Kerja ke UBPP Logam Mulia Working Visit to Precious Metal Processing and Refinery Business Unit | Jakarta |
| | 28 Januari 2020 January 28, 2020 | Kunjungan Kerja ke UBP Emas Working Visit to Gold Mining Business Unit | Bogor, Jawa Barat Bogor, West Java |
| | 28 Mei 2020 May 28, 2020 | 3 rd MIND ID Executive Leadership Series-Strategic Dillience at MIND ID: What Does it Mean to be a World Class Company? | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Leadership series 4: How to Succes Managing Strategic Initiative Project Avoid The Well known Traps | Daring Online |
| | 29 Juli 2020 July 29, 2020 | The 5 th MIND ID Executive Leadership Series in 2020 | Daring Online |
| | 30 Juli 2020 July, 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August, 14, 2020 | Webinar-Masih Bingung Memahami Laporan Keuangan, Yuk Kita Tanya sama Ahlinya Webinar-Still Confused Understanding Financial Statements, Let's Ask the Experts | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol.4-Berjuang dengan AKHLAK We (Explore) Talk Vol.4-Fight with AKHLAK | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | The 6 th MIND ID Leadership Series-Leading an International Expansion | Daring Online |
| | 1 September 2020 September 1, 2020 | Webinar OJK-IDX-Ketentuan terkait Perusahaan Tercatat di Indonesia OJK-IDX Web Seminar | Daring Online |
| | 10 September 2020 September 10, 2020 | The 7 th MIND ID Executive Leadership Series: Mine 2020: Resilient & Resourceful | Daring Online |
| | 29 September 2020 September 29, 2020 | The 8 th MIND ID Executive Leadership Series: Corporate Diplomacy Prof. Witold Henisz | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | The 9 th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability | Daring Online |
| | 13 November 2020 November 13, 2020 | The 10 th MIND ID Executive Leadership Series: Metals Processing | Daring Online |
| | 30 November 2020 November 30, 2020 | The 11 th MIND ID Leadership Series Sustainability Shaping The Future of Mining | Daring Online |
| | 11 Desember 2020 December 11, 2020 | The 12 th MIND ID Leadership Series Rethinking Leadership in Today's Changing World | Daring Online |
| Arif Baharudin | 28 Mei 2020 May 28, 2020 | MIND-ID Leadership Series-Strategic Dillience at MIND-ID: What Does it Mean to be a World Class Company? | Daring Online |
| | 30 Juli 2020 July 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol.4-Berjuang dengan AKHLAK We (Explore) Talk Vol.4-Fight with AKHLAK | Daring Online |
| Bambang Sunarwibowo | 30 Juli 2020 July 30, 2020 | The 5 th Mind-ID Executive Leadership Series in 2020 "Reimagining Succession Management" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | We (Explore) Talk Vol. 4-Berjuang dengan AKHLAK We (Explore) Talk Vol. 4-Fighting with AKHLAK | Daring Online |
| | 26 Agustus 2020 August 26 2020 | MIND ID Synergy Forum | Daring Online |

| Nama Name | Jabatan pada Perusahaan/Instansi Lain Position in Other Company/Institution | Jabatan pada Anak Perusahaan ANTAM/Entitas Asosiasi Position in ANTAM's Subsidiary/Associated Entity |
|-------------------------|--|---|
| Dana Amin | - | Komisaris Utama PT Nusa Halmahera Minerals President Commissioner at PT Nusa Halmahera Minerals |
| Hartono | - | Komisaris Utama PT Weda Bay Nikel President Commissioner at PT Weda Bay Nikel |
| Aprilandi Hidayat Setia | - | Komisaris Utama PT Gag Nikel President Commissioner at PT Gag Nikel |
| Luki Setiawan Suardi | - | Ketua Dewan Pengawas Dana Pensiun ANTAM Chairman of the Supervisory Board of ANTAM Pension Funds |
| Anton Herdianto | - | Komisaris Utama PT Indonesia Chemical Alumina President Commissioner at PT Indonesia Chemical Alumina |
| Risono | - | Komisaris PT Borneo Alumina Indonesia Commissioner at Borneo Alumina Indonesia Komisaris Utama PT Feni Haltim President Commissioner at PT Feni Haltim |

Program Pengenalan Perusahaan untuk Direksi

ANTAM melaksanakan program pengenalan bagi anggota Direksi yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis, rencana perusahaan ke depan, pedoman kerja dan hal lainnya yang menjadi tanggung jawab Direksi. Program pengenalan diatur dalam Pedoman Kerja Direksi.

Pada tahun 2020 tidak terdapat pelaksanaan program pengenalan Perusahaan untuk Direksi dikarenakan tidak terdapat perubahan susunan keanggotaan Direksi.

Pelatihan dan Pengembangan Keahlian Berkelanjutan

Tahun 2020, Direksi telah mengikuti pendidikan berkelanjutan, yang dikombinasikan dalam self-study dan keikutsertaan pada pendidikan khusus, pelatihan, workshop, seminar ataupun conference yang bermanfaat dalam meningkatkan efektivitas fungsi Direksi, sebagaimana ketentuan yang diatur dalam Charter Direksi, sebagai berikut:

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|---|-------------------------------|---|--------------------|
| Dana Amin Direktur Utama President Director | 28 Mei 2020 May 28, 2020 | Partisipasi dalam MIND ID Leadership Series Strategic Dilligence at MIND ID: What Does It Mean To Be a World Class Company? Attended MIND ID Leadership Series Strategic Dilligence at MIND ID: What Does It Mean To Be a World Class Company? | Daring Online |
| | 19 Juni 2020 June 19, 2020 | Partisipasi dalam Webinar PERHAPI: Elaborasi <i>Risk Based Approach</i> dalam Penentuan Keekonomian Tambang Attended PERHAPI Web Seminar: Elaboration of Risk Based Approach in Determining Mining Economies | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Partisipasi dalam Webinar: 4 th MIND ID <i>Executive Leadership Series</i> Attended MIND ID Web Seminar: 4 th MIND ID <i>Executive Leadership Series</i> | Daring Online |
| | 8 Juli 2020 July 8, 2020 | Partisipasi dalam Webinar <i>Nickel Global Updates & Outlook, Market Issues & Challenges</i> Attended Nickel Global Updates & Outlook, Market Issues & Challenges Web Seminar | Daring Online |
| | 9 Juli 2020 July 9, 2020 | Partisipasi dalam Webinar Deloitte: <i>Deloitte Mining Webinar Series-Amendment to The Mining Law: Legal and Tax Perspectives</i> Attended Deloitte Mining Webinar Series-Amendment to The Mining Law: Legal and Tax Perspectives | Daring Online |

Induction Program for the Board of Directors

ANTAM executes an induction program for the new member of the Board of Directors to provide the full picture of the Company's business activities, the Company's plans, work guidelines, and other matters managed under the Board of Directors' responsibility. The induction program is regulated under the Board of Directors' Charter.

In 2020 there was no implementation of Company's induction program for the Board of Directors because there was no change in the composition of the Board of Directors.

Continuous Learning and Competency Development

In 2020, the Board of Directors had attended the continuous learning, which was combined with self-study and participation in special education, training, workshop, seminars, or conferences, that are useful for improving the effectiveness of the Board of Directors' functions as follow:

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--|---|--|--|
| | 16 Juli 2020 July 16, 2020 | Partisipasi dalam Webinar Deloitte: <i>Deloitte Mining Webinar Series-Potential Accounting Implications of New Mining Law and Debt Restructuring Experiences</i> Attended Deloitte Mining Webinar Series-Potential Accounting Implications of The New Mining Law and Debt Restructuring Experiences | Daring Online |
| | 23 Juli 2020 July 23, 2020 | Partisipasi dalam Webinar Deloitte: <i>Deloitte Mining Webinar Series-Digitalization and Managing Third Party Relationship</i> Attended Deloitte Mining Webinar Series-Digitalization and Managing Third Party Relationship | Daring Online |
| | 24 Juli 2020 July 24, 2020 | Partisipasi dalam Webinar KPK: Identifikasi Indikator Korupsi, Upaya Pencegahan serta Peran Pemimpin sebagai <i>Role Model</i> di Satuan Kerja Masing-Masing Attended the Corruption Eradication Commission Web Seminar: Identification of Corruption Indicators, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam Webinar 5 th MIND ID <i>Executive Leadership Series-Reimagining Succession</i> Attended Web Seminar: 5 th MIND ID Executive Leadership Series-Reimagining Succession | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Pembicara dalam Sosialisasi Value BUMN Akhlak Speaker in SOE's Value-Akhlaq Socialization | Daring Online |
| | 18 Agustus 2020 August 18, 2020 | Pembicara pada Webinar: <i>MainxTalks</i> Speaker in MainxTalks Web Seminar | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 6th Leadership Series-Leading an International Expansion</i> Attended MIND ID Web Seminar: The 6 th Leadership Series-Leading an International Expansion | Daring Online |
| | 10 September 2020 September 10, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 7th Leadership Series-Mine 2020: Resilient & Resourceful</i> Attended MIND ID Web Seminar: The 7 th Leadership Series-Mine 2020: Resilient & Resourceful | Daring Online |
| | 29 September 2020 September 29, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 8th Executive Leadership Series-Corporate Diplomacy</i> Attended MIND ID Web Seminar: The 8 th Executive Leadership Series-Corporate Diplomacy | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 9th Leadership Series with Metso Outotec-Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended MIND ID Web Seminar: The 9 th Leadership Series with Metso Outotec-Minerals Processing for Sustainability, Efficiency and Profitability | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by Outotec: Metals Processing</i> Attended MIND ID Web Seminar: Executive Leadership Series in 2020 MIND ID by Outotec: Metals Processing | Daring Online |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam The 11 th Leadership series with Bain & Company: Sustainability shaping the Future of Mining Attended The 11 th Leadership Series with Bain & Company: Sustainability Shaping the Future of Mining | Daring Online |
| | 11 Desember 2020 December 11, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis</i> Attended MIND ID Web Seminar: Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis | Daring Online |
| Hartono Direktur Operasi dan Produksi Director of Operation and Production | 14 Februari 2020 February 14, 2020 | Partisipasi dalam Kick Off MIND ID Culture Movement Attended MIND ID Culture Movement Kick Off | Tanjung Gading PT Indonesia Asahan Aluminium (Persero) |
| | 24 Juli 2020 July 24, 2020 | Partisipasi dalam Webinar KPK: Identifikasi Indikator Korupsi, Upaya Pencegahan serta Peran Pemimpin sebagai <i>Role Model</i> di Satuan Kerja Masing-Masing Attended the Corruption Eradication Commission Web Seminar: Identification of Corruption Indicators, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam Webinar 5 th MIND ID <i>Executive Leadership Series-Reimagining Succession</i> Attended MIND ID Web Seminar: 5 th MIND ID Executive Leadership Series-Reimagining Succession | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam Webinar: Masih Bingung Memahami Laporan Keuangan, Yuk Kita Tanya Sama Ahlinya Participation in the Web Seminar: Still Confused in Understanding Financial Statements, Let's Ask the Experts | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--|---|---|------------------|
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam We (Explore) Talk Vol. 4 Berjuang Dengan Akhlak Attended We (Explore) Talk Vol. 4 Fight With Morals | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 6th Leadership Series-Leading an International Expansion</i> Attended MIND ID Web Seminar: <i>The 6th Leadership Series-Leading an International Expansion</i> | Daring Online |
| | 3 September 2020 September 3, 2020 | Pembicara Seminar Forum CPI-KCMI 2020 Speaker of the CPI-KCMI 2020 Forum Seminar | Daring Online |
| | 10 September 2020 September 10, 2020 | Partisipasi dalam The 7 th Leadership series with PwC Mine2020: Resilient & Resourceful Attended The 7 th Leadership series with PwC Mine2020: Resilient & Resourceful | Daring Online |
| | 24 September 2020 September 24, 2020 | Pembicara Kuliah Perdana "Membangun Potensi Diri Menuju Terciptanya Generasi Technopreneur Kreatif, Tangguh dan Adaptif" Initial Lecture Speaker "Building Self Potential Towards the Creation of a Creative, Resilient and Adaptive Technopreneur Generation" | Daring Online |
| | 25 September 2020 September 25, 2020 | Partisipasi dalam We (Explore) Talk vol. 5 "Jadi Andalan" Attended We (Explore) Talk vol.5 "Become a Mainstay" | Daring Online |
| | 29 September 2020 September 29, 2020 | Partisipasi dalam The 8 th MIND ID Executive Leadership Series Attended The 8 th MIND ID Executive Leadership Series | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | Pembicara dalam Webinar Leaders Talk "Going Extra Miles Through Innovation and Collaboration in the Midst of COVID-19", KMA ANTAM 2020 Speaker in the Leaders Talk Webinar "Going Extra Miles Through Innovation and Collaboration in the Midst of COVID-19", KMA ANTAM 2020 | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 9th Leadership Series with Metso Outotec-Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended MIND ID Web Seminar: <i>The 9th Leadership Series with Metso Outotec-Minerals Processing for Sustainability, Efficiency and Profitability</i> | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by Outotec: Metals Processing</i> Attended MIND ID Web Seminar: <i>Executive Leadership Series in 2020 MIND ID by Outotec: Metals Processing</i> | Daring Online |
| | 19 November 2020 November 19, 2020 | Partisipasi dalam FGD Omnibus Law Seri Pertama, oleh Kemalsjah Siregar, S.H., Pakar Hukum Ketenagakerjaan Attended The First Series of Omnibus Law Focus Group Discussion, by Kemalsjah Siregar, S.H., Labor Law Expert | Daring Online |
| | 26 November 2020 November 26, 2020 | Panelis dalam FGD Omnibus Law Seri Kedua: Lingkungan Hidup Panelists in the Second Series of Omnibus Law Focus Group Discussion: Environment | Jakarta |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam The 11th Leadership series with Bain & Company: Sustainability shaping the Future of Mining Attended The 11th Leadership Series with Bain & Company: Sustainability Shaping the Future of Mining | Daring Online |
| | 11 Desember 2020 December 11, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis</i> Attended MIND ID Web Seminar: <i>Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis</i> | Daring Online |
| Apriland Hidayat Setia Direktur Niaga Director of Commerce | 7 Februari 2020 February 7, 2020 | Partisipasi dalam Mandiri <i>Investment Forum</i> Attended The Mandiri Investment Forum | Daring Online |
| | 28 April 2020 April 28, 2020 | Partisipasi dalam <i>Executive Leadership Series</i> bersama Profesor David Simchi-Levi (MIT) Attended the <i>Executive Leadership Series</i> with Professor David Simchi-Levi (MIT) | Daring Online |
| | 20 Mei 2020 May 20, 2020 | Partisipasi dalam Wood Mackenzie <i>Gold Market Update</i> Attended the Wood Mackenzie <i>Gold Market Update</i> | Daring Online |
| | 28 Mei 2020 May 28, 2020 | Partisipasi dalam MIND ID <i>Leadership Series Strategic Dilligence at MIND ID: What Does It Mean To Be a World Class Company?</i> Attended MIND ID <i>Leadership Series Strategic Dilligence at MIND ID: What Does It Mean To Be a World Class Company?</i> | Daring Online |
| | 4 Juni 2020 June 4, 2020 | Partisipasi dalam Webinar <i>Leaders Talk "Agile in The Midst of COVID-19"-Session 1</i> Attended Web Seminar <i>Leaders Talk "Agile in The Midst of COVID-19"-Session 1</i> | Daring Online |
| | 18 Juni 2020 June 18, 2020 | Partisipasi dalam Webinar Internal MIND ID: "Pengembangan <i>Value Chain</i> Mineral Berbasis Konstitusi Menuju Industrialisasi Indonesia di Masa Depan" Attended MIND ID Internal Web Seminar: "Constitution-Based Mineral Value Chain Development Towards Indonesia's Industrialization in the Future" | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--------------|---|---|--------------------|
| | 19 Juni 2020 June 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>WE (Explore) TALK-Sesi 2 "Siap Finansial Hadapi New Normal"</i> Attended MIND ID Web Seminar: WE (Explore) TALK-Session 2 "Financially Ready to Face the New Normal" | Daring Online |
| | 24 Juni 2020 June 24, 2020 | Partisipasi dalam Webinar <i>Leaders Talk "Going Extra Miles in The Midst of COVID-19"-Session 2</i> Attended Web Seminar Leaders Talk "Going Extra Miles in The Midst of COVID-19"-Session 2 | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Partisipasi dalam MIND ID <i>Leadership Series ke-4: How to Succeed in Managing Strategic Initiative Project: Avoid the Well-Known Traps</i> Attended the 4th MIND ID Leadership Series: How to Succeed in Managing Strategic Initiative Project: Avoid the Well-Known Traps | Daring Online |
| | 3 Juli 2020 July 3, 2020 | Partisipasi dalam Sosialisasi Klaster <i>Master Plan</i> oleh Tim McKinsey Attended the McKinsey Team Cluster Master Plan Socialization | Daring Online |
| | 7 Juli 2020 July 7, 2020 | Partisipasi dalam Sosialisasi Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 10 Tahun 2020 dengan Direktur Verifikasi Limbah B3 dan Sampah Attended the Socialization of Minister of Environment and Forestry Regulation Number 10 of 2020 with the Director of Verification of B3 Waste and Garbage | Daring Online |
| | 8 Juli 2020 July 8, 2020 | Partisipasi dalam <i>Nickel Global Updates and Outlook, Market Issues & Challenges</i> Attended the Nickel Global Updates and Outlook, Market Issues & Challenges | Daring Online |
| | 8 Juli 2020 July 8, 2020 | Partisipasi dalam Seminar Garuda Indonesia: Garuda Indonesia & COVID-19: <i>Surviving, Preparing & Actualizing</i> Attended the Garuda Indonesia Seminar: Garuda Indonesia & COVID-19: Surviving, Preparing & Actualizing | Daring Online |
| | 17 Juli 2020 July 17, 2020 | Partisipasi dalam Seminar <i>Introduction to Commodity Hedging</i> Attended the Introduction to Commodity Hedging Seminar | Daring Online |
| | 22 Juli 2020 July 22, 2020 | Partisipasi dalam Webinar "Identifikasi Indikator Korupsi, Upaya Pencegahan serta Peran Pemimpin sebagai Role Model di Satuan Kerja Masing-Masing" Attended Web Seminar "Identification of Corruption Indicators, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit" | Daring Online |
| | 27 Juli 2020 July 27, 2020 | Partisipasi dalam CEO Club Prasetya Mulya Executive Webinar- <i>Leadership In Turbulence Time</i> Attended the CEO Club Prasetya Mulya Executive Web Seminar-Leadership In Turbulence Time | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam <i>The 5th MIND ID Leadership Series-Reimagining Successtion Management</i> Attended The 5 th MIND ID Leadership Series-Reimagining Successtion Management | Daring Online |
| | 13 Agustus 2020 August 13, 2020 | Partisipasi dalam <i>Directorship Fundamental Training For Subsidiary of PT ANTAM Tbk "Legal Aspects of Board Duties and Liabilities"</i> Attended the Board of Directors Fundamental Training for PT ANTAM Tbk Subsidiaries "Legal Aspects of Duties and Obligations of Directors" | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam MIND ID <i>We (Explore) Talk Vol. 4-Berjuang dengan Akhlak</i> Attended MIND ID We (Explore) Talk Vol. 4-Fight with Morals | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam Webinar: "Masih Bingung Memahami Laporan Keuangan? Yuk Kita Tanya Sama Ahlinya" Attended Web Seminar: "Still Confused Understanding Financial Statements? Let's Ask the Experts " | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam <i>The 6th MIND ID Executive Leadership Series in 2020</i> Attended The 6 th MIND ID Executive Leadership Series in 2020 | Daring Online |
| | 26 Agustus 2020 August 26, 2020 | Partisipasi dalam Sinergi Forum Direksi MIND ID Attended the MIND ID Directors Forum Synergy | Daring Online |
| | 1 September 2020 September 1, 2020 | Partisipasi dalam Sosialisasi Otoritas Jasa Keuangan Attended the Socialization of the Financial Services Authority | Daring Online |
| | 1 September 2020 September 1, 2020 | Partisipasi dalam Seminar <i>Actualizing the Post Normal: Year 2021 & Beyond</i> Attended the Seminar of Actualizing the Post Normal: Year 2021 & Beyond | Daring Online |
| | 10 September 2020 September 10, 2020 | Partisipasi dalam <i>The 7th Leadership Series with PwC Mine 2020: Resilient & Resource</i> Attended The 7 th Leadership Series with PwC Mine 2020: Resilient & Resources | Daring Online |
| | 24 September 2020 September 24, 2020 | Partisipasi dalam Webinar MIND ID Anniversary: Stand Up Comedy Attended MIND ID Anniversary Web Seminar: Stand Up Comedy | Daring Online |
| | 25 September 2020 September 25, 2020 | Partisipasi dalam Webinar <i>WE (Explore) TALK vol. 5 "Jadi Andalan"</i> Attended WE (Explore) TALK Web Seminar vol. 5 "Becoming a Mainstay" | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|---|---|---|--------------------|
| | 26 September 2020 September 26, 2020 | Partisipasi dalam Webinar Perlindungan Hukum Personalia Pengadaan dalam Penanganan Pandemi COVID-19 Pasca Audit BPK dan APIP Attended Web Seminar of Legal Protection for Procurement Personnel in Handling the COVID-19 Pandemic Post BPK and APIP Audit | Daring Online |
| | 29 September 2020 September 29, 2020 | Partisipasi dalam <i>The 8th Leadership Series With Wharton Business School: Corporate Diplomacy</i> Attended The 8 th Leadership Series With Wharton Business School: Corporate Diplomacy | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | Partisipasi dalam MIND ID <i>The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended MIND ID 9 th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam MIND ID <i>The 10th Leadership Series with Metso Outotec: Metals Processing</i> Attended MIND ID 10 th Leadership Series with Metso Outotec: Metals Processing | Daring Online |
| | 19 November 2020 November 19, 2020 | Partisipasi dalam FGD Omnibus Law Seri Pertama, oleh Kemalsjah Siregar, S.H., Pakar Hukum Ketenagakerjaan Attended The First Series of Omnibus Law Focus Group Discussion, by Kemalsjah Siregar, S.H., Labor Law Expert | Daring Online |
| | 26 November 2020 November 26, 2020 | Partisipasi dalam FGD Omnibus Law Seri Kedua: Lingkungan Hidup Attended the Second Series of Omnibus Law Focus Group Discussion: Environment | Daring Online |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam MIND ID <i>The 11th Leadership Series with Bain & Company: Sustainability Shaping The Future of Mining</i> Attended MIND ID 11 th Leadership Series with Bain & Company: Sustainability Shaping The Future of Mining | Daring Online |
| | 10 Desember 2020 December 10, 2020 | Partisipasi dalam <i>Forum Group Discussion (FGD) Omnibus Law Seri Ketiga</i> Attended The Third Series Omnibus Law Forum Group Discussion (FGD) | Daring Online |
| | 11 Desember 2020 December 11, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis</i> Attended MIND ID Web Seminar: Executive Leadership Series in 2020 MIND ID by with BTS Consulting: Leading in Crisis | Daring Online |
| | 17 Desember 2020 December 17, 2020 | Partisipasi dalam MIND ID <i>The 13th Leadership Series with Darden Business School: Green Finance for Fostering Sustainable Growth</i> Attended The 13 th Leadership Series with Darden Business School: Green Finance for Fostering Sustainable Growth | Daring Online |
| Luki Setiawan Suardi Direktur Sumber Daya Manusia Director of Human Resources | 10 Februari 2020 February 20, 2020 | Pembicara pada Agenda Modul 4 ELDP <i>Cohort 1: Leading High Performing Team</i> Speaker at Module 4 ELDP Cohort 1: Leading High Performing Team Agenda | Jakarta |
| | 14 April 2020 April 14, 2020 | Moderator dalam Webinar: <i>Employer FAQ During This Outbreak</i> dari ABNR Counsellors at Law for HR Director Indonesia Member Moderator in the Web Seminar: <i>Employer FAQ During This Outbreak</i> from ABNR Counselors at Law for HR Director Indonesia Member | Daring Online |
| | 28 April 2020 April 28, 2020 | Partisipasi dalam Webinar MIND ID: <i>Executive Leadership Series in 2020 MIND ID by Profesor David Simchi-Levi from MIT</i> Attended MIND ID Web Seminar: Executive Leadership Series in 2020 by Professor David Simchi-Levi from MIT | Daring Online |
| | 30 April 2020 April 30, 2020 | Partisipasi dalam Webinar: <i>Managing Day After Tomorrow</i> dari Kementerian BUMN & Forum Human Capital Indonesia Attended Web Seminar: <i>Managing Day After Tomorrow</i> from the Ministry of SOE & the Indonesian Human Capital Forum | Daring Online |
| | 20 Mei 2020 May 20, 2020 | Partisipasi dalam Webinar: <i>Facing the New Normal Scenario #CofidSafe BUMN: Leading Virtually, More Productively</i> Attended Web Seminar: <i>Facing the New Normal Scenario #CofidSafe BUMN: Leading Virtually, More Productively</i> | Daring Online |
| | 28 Mei 2020 May 28, 2020 | Partisipasi dalam Webinar MIND ID dan Daya Dimensi Indonesia: <i>Strategic Diligence at MIND ID</i> Attended MIND ID and Daya Dimensi Indonesia Web Seminar: <i>Strategic Diligence at MIND ID</i> | Daring Online |
| | 9 Juni 2020 June 9, 2020 | Partisipasi dalam Webinar: <i>One GML Performance Consulting Circle of Friends Board of Director</i> Attended Web Seminar: <i>One GML Performance Consulting Circle of Friends Board of Director</i> | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--------------|---|---|--------------------|
| | 10 Juni 2020 June 10, 2020 | Partisipasi dalam Webinar Forum Human Capital Indonesia: <i>How to Maintain Organization Effectiveness during the Pandemic of COVID-19</i> Attended Forum Human Capital Indonesia Web Seminar: <i>How to Maintain Organization Effectiveness during the Pandemic of COVID-19</i> | Daring Online |
| | 19 Juni 2020 June 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>WE (Explore) Talk Sesi 2 "Siap Menghadapi New Normal!"</i> Attended MIND ID Web Seminar: <i>WE (Explore) Talk Session 2 "Ready to Face the New Normal!"</i> | Daring Online |
| | 19 Juni 2020 June 19, 2020 | Partisipasi dalam Webinar: <i>Energy, Mining & Chemical Sector: Rise Beyond the New Normal</i> Attended Web Seminar: <i>Energy, Mining & Chemical Sector: Rise Beyond the New Normal</i> | Daring Online |
| | 22 Juni 2020 June 22, 2020 | Partisipasi dalam Webinar Akbar Forum Human Capital Indonesia/PTPN/LPP Agro Nusantara: <i>Towards Post-Pandemic Adventure "Building Agility for the Next Generation Organizations"</i> Attended the Grand Web Seminar of the Indonesian Human Capital Forum/PTPN/LPP Agro Nusantara: <i>Towards Post-Pandemic Adventure "Building Agility for the Next Generation Organizations"</i> | Daring Online |
| | 24 Juni 2020 June 24, 2020 | Partisipasi dalam <i>Grand Launching Learning Management System (LMS) MIND ID Academy</i> Attended the Grand Launching of Learning Management System (LMS) MIND ID Academy | Daring Online |
| | 27 Juni 2020 June 27, 2020 | Partisipasi dalam <i>Kick Off Meeting MIND ID Learning Ecosystem & High Potential Talent Career Path</i> Attended the Kick Off Meeting MIND ID Learning Ecosystem & High Potential Talent Career Path | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Partisipasi dalam Webinar MIND ID: <i>Leadership Series ke-4: How to Succeed in Managing Strategic Initiative Project: Avoid the Well-Known Traps</i> Attended MIND ID Leadership 4 th Series Web Seminar: <i>How to Succeed in Managing Strategic Initiative Project: Avoid the Well-Known Traps</i> | Daring Online |
| | 3 Juli 2020 July 3, 2020 | Partisipasi dalam Webinar MIND ID: <i>Sosialisasi Kluster Masterplan</i> oleh McKinsey Attended MIND ID Web Seminar: <i>Master Plan Cluster Socialization</i> by McKinsey | Daring Online |
| | 24 Juli 2020 July 24, 2020 | Partisipasi dalam <i>Sharing Session: Identifikasi Indikasi Korupsi, Upaya Pencegahan serta Peran Pimpinan sebagai Role Model di Satuan Kerja Masing-masing</i> Attended <i>Sharing Sessions: Identification of Indications of Corruption, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit</i> | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 5th MIND ID Leadership Series in 2020: Reimagining Succession Management</i> Attended <i>The 5th MIND ID Leadership Series in 2020: Reimagining Succession Management</i> | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam MIND ID <i>We (Explore) Talk Vol. 4 "Berjuang dengan AKHLAK"</i> Attended MIND ID <i>We (Explore) Talk Vol. 4 "Fighting with the AKHLAK"</i> | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam Webinar PWC: <i>Understanding Financial Statement</i> Attended PWC Web Seminar: <i>Understanding Financial Statement</i> | Daring Online |
| | 18 Agustus 2020 August 18, 2020 | Pembicara dalam Webinar MAINx Talks Sesi 2 <i>"Becoming Millennials: Be Innovative & Beyond!"</i> Speaker at MAINx Talks Sesi 2 Web Seminar <i>"Becoming Millennials: Be Innovative & Beyond!"</i> | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 6th Leadership Series: Leading an International Expansion</i> Attended the MIND ID 6 th Leadership Series: <i>Leading an International Expansion</i> | Daring Online |
| | 1 September 2020 September 1, 2020 | Panelis pada Webinar Cisco: <i>Transforming Work, Workforce & Workplace</i> Panelist at Cisco Web Seminar: <i>Transforming Work, Workforce & Workplace</i> | Daring Online |
| | 10 September 2020 September 10, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 7th Leadership Series-PWC Mine 2020: Resilient & Resourceful</i> Attended MIND ID Web Seminar: <i>The 7th Leadership Series-PWC Mine 2020: Resilient & Resourceful</i> | Daring Online |
| | 16 September 2020 September 16, 2020 | Partisipasi dalam Webinar SAP <i>Success Factors: SEA HR Connect 2020 Masterclass What It Takes to Become a Digital CHRO</i> Attended the SAP Web Seminar <i>Success Factors: SEA HR Connect 2020 Masterclass What It Takes to Become a Digital CHRO</i> | Daring Online |
| | 29 September 2020 September 29, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 8th Leadership Series with Wharton: Corporate Diplomacy</i> Attended MIND ID Web Seminar: <i>The 8th Leadership Series with Wharton: Corporate Diplomacy</i> | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|---|---|---|------------------|
| | 12 Oktober 2020 October 12, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended MIND ID Web Seminar: <i>The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 10th Leadership Series with Metso Outotec: Metals Processing</i> Attended MIND ID Web Seminar: <i>The 10th Leadership Series with Metso Outotec: Metals Processing</i> | Daring Online |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 11th Leadership Series with Bain & Company: Sustainability Shaping The Future of Mining</i> Attended MIND ID Web Seminar: <i>The 11th Leadership Series with Bain & Company: Sustainability Shaping The Future of Mining</i> | Daring Online |
| | 11 Desember 2020 December 11, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 12th Leadership Series with BTS Group Consulting: Rethinking Leadership in Today's Changing World</i> Attended MIND ID Web Seminar: <i>The 12th Leadership Series with BTS Group Consulting: Rethinking Leadership in Today's Changing World</i> | Daring Online |
| Anton Herdianto Direktur Keuangan Director of Finance | 04 Juni 2020 June 04, 2020 | Partisipasi dalam Program <i>Culture Movement</i> MIND ID: <i>Leaders Talk, Session 1</i> Attended MIND ID Culture Movement Program: <i>Leaders Talk, Session 1</i> | Daring Online |
| | 08 Juni 2020 June 08, 2020 | Partisipasi dalam Seminar <i>Online Economic Outlook & Financial Market Updates</i> bersama Bank Mandiri dan MIND ID Attended <i>Economic Outlook & Financial Market Updates Online Seminar</i> with Bank Mandiri and MIND ID | Daring Online |
| | 12 Juni 2020 June 12, 2020 | Partisipasi dalam Pemaparan Program Training LKDI (Lembaga Komisaris & Direktur Indonesia) Attended the Presentation of the Indonesian Commissioner & Director Institute Training Program | Daring Online |
| | 19 Juni 2020 June 19, 2020 | Pembicara bersama Prita Gozie dalam Webinar Holding MIND ID: "Financial Planning Terhadap Pandemi COVID-19" Speakers with Prita Gozie in the MIND ID Web Seminar: "Financial Planning for the COVID-19 Pandemic" | Daring Online |
| | 24 Juni 2020 June 24, 2020 | Partisipasi dalam <i>Culture Movement</i> MIND ID: <i>We (Explore) Talk-Webinar Virtual Leaders Talk Session 2</i> Attended MIND ID Culture Movement Web Seminar: <i>We (Explore) Talk-Virtual Leaders Talk Session 2</i> | Daring Online |
| | 24 Juni 2020 June 24, 2020 | Partisipasi dalam Grand Launching MIND ID Academy Attended MIND ID Academy's Grand Launching | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Partisipasi dalam MIND ID <i>Leadership Series ke-4: How to Succeed in Managing Strategic Initiative Project Avoid The Well Known Traps</i> Participation in MIND ID 4 th Leadership Series: <i>How to Succeed in Managing Strategic Initiative Project Avoid The Well Known Traps</i> | Daring Online |
| | 24 Juli 2020 July 24, 2020 | Partisipasi dalam Webinar "Identifikasi Indikator Korupsi, Upaya pencegahan serta Peran Pemimpin sebagai <i>Role Model</i> di Satuan Kerja Masing-Masing" Attended Web Seminar "Identification of Corruption Indicators, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit" | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 5th Leadership Series: Reimagining Succession Management</i> Attended MIND ID Web Seminar: <i>The 5th Leadership Series: Reimagining Succession Management</i> | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam Webinar MIND ID: <i>We (Explore) Talk Vol. 4 Berjuang Dengan Akhlak</i> Attended MIND ID Web Seminar: <i>We (Explore) Talk Vol. 4 Fight With Morals</i> | Daring Online |
| | 14 Agustus 2020 August 14, 2020 | Partisipasi dalam Webinar PWC: <i>Understanding Financial Statement</i> Attended PWC Web Seminar: <i>Understanding Financial Statement</i> | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 6th Executive Leadership Series in 2020-Leading an International Expansion</i> Attended MIND ID Web Seminar: <i>The 6th Executive Leadership Series in 2020-Leading an International Expansion</i> | Daring Online |
| | 27 Agustus 2020 August 27, 2020 | Partisipasi dalam <i>Public Expose Live</i> Attended <i>The Public Expose Live</i> | Daring Online |
| | 21 September 2020 September 21, 2020 | Partisipasi dalam Webinar MIND ID dan KPMG: <i>Membangun Fungsi Risk Management yang Efektif</i> Attended MIND ID and KPMG Web Seminar: <i>Building an Effective Risk Management Function</i> | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--|---------------------------------------|---|--------------------|
| | 13 Oktober 2020 October 13, 2020 | Partisipasi dalam Webinar MIND ID: <i>The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended MIND ID Web Seminar: <i>The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> | Daring Online |
| | 15 Oktober 2020 October 15, 2020 | Partisipasi dalam Webinar PWC: <i>Business Continuity Management</i> Attended PWC Web Seminar: <i>Business Continuity Management</i> | Daring Online |
| | 27 Oktober 2020 October 27, 2020 | Partisipasi dalam Kegiatan <i>Graduation MIND ID Senior Leaders Development Program (SLDP) dan Emerging Leaders Development Program (ELDP) Cohort 1</i> Attended the Graduation of MIND ID SLDP and ELDP Cohort 1 | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam Webinar <i>The 10th MIND ID Executive Leadership Series</i> Attended The 10 th MIND ID Executive Leadership Series Web Seminar | Daring Online |
| | 19 November 2020 November 19, 2020 | Partisipasi dalam FGD Omnibus Law Seri Pertama, oleh Kemalsjah Siregar, S.H., Pakar Hukum Ketenagakerjaan Attended The First Series of Omnibus Law Focus Group Discussion, by Kemalsjah Siregar, S.H., Labor Law Expert | Jakarta |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam MIND ID Webinar: <i>The 11th Leadership Series with Bain & Company: Sustainability Shaping The Future of Mining</i> Attended Web Seminar The 11 th Leadership Series with Bain & Company: <i>Sustainability Shaping The Future of Mining</i> | Daring Online |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam <i>Focus Group Discussion (FGD) Manajemen Risiko MIND ID</i> Attended the MIND ID Risk Management FGD | Daring Online |
| | 11 Desember 2020 December 11, 2020 | Partisipasi dalam Webinar <i>The 12th MIND ID Leadership Series with BTS</i> Attended Web Seminar The 12 th MIND ID Leadership Series with BTS | Daring Online |
| Risono Direktur Pengembangan Usaha Director of Business Development | 14 Februari 2020 February 14, 2020 | Partisipasi dalam <i>Focus Group Discussion (FGD) Eksplorasi & Perkembangan Komoditas Emas</i> Attended the FGD on Exploration & Development of Gold Commodities | Daring Online |
| | 3 Maret 2020 March 3, 2020 | Partisipasi dalam <i>Senior Leadership Development Program (SLDP) Bernard Coaching Session 4</i> Attended SLDP Bernard Coaching Session 4 | Daring Online |
| | 9 April 2020 April 9, 2020 | Partisipasi dalam SLDP DDI <i>Executive Mentoring Session (RUMI)</i> Attended SLDP DDI Executive Mentoring Session (RUMI) | Daring Online |
| | 28 April 2020 April 28, 2020 | Partisipasi dalam SLDP <i>Leadership Series 2020 with MIT</i> Attended SLDP Leadership Series 2020 with MIT | Daring Online |
| | 6 Mei 2020 May 6, 2020 | Partisipasi dalam SLDP <i>Bernard 5th Coaching</i> Attended SLDP Bernard 5 th Coaching | Daring Online |
| | 8 Mei 2020 May 8, 2020 | Partisipasi dalam SLDP <i>Module 4 (Virtual Session 2): Leading Successful Strategies</i> Attended SLDP Module 4 (Virtual Session 2): <i>Leading Successful Strategies</i> | Daring Online |
| | 14 Mei 2020 May 14, 2020 | Partisipasi dalam SLDP <i>Module 4 (Virtual Session 3): Leading Change</i> Attended SLDP Module 4 (Virtual Session 3): <i>Leading Change</i> | Daring Online |
| | 15 Mei 2020 May 15, 2020 | Partisipasi dalam SLDP <i>IDP Development Workshop</i> Attended SLDP IDP Development Workshop | Daring Online |
| | 18 Mei 2020 May 18, 2020 | Partisipasi dalam SLDP <i>Module 4 (Virtual Session 4): Change Simulation</i> Attended SLDP Module 4 (Virtual Session 4): <i>Change Simulation</i> | Daring Online |
| | 27 Mei 2020 May 27, 2020 | Partisipasi dalam SLDP <i>Group Presentation Session: Navigating Business through Pandemic Crisis (ANTAM & TIMAH)</i> Attended SLDP Group Presentation Session: <i>Navigating Business through Pandemic Crisis (ANTAM & TIMAH)</i> | Daring Online |
| | 28 Mei 2020 May 28, 2020 | Partisipasi dalam <i>Leadership Series Workshop-Strategic-Diligence at MIND ID</i> Attended Leadership Series Workshop-Strategic-Diligence at MIND ID | Daring Online |
| | 13 Juni 2020 June 13, 2020 | Partisipasi dalam SLDP <i>Leaders Café-Driving Execution</i> Attended SLDP Leaders Café 2-Driving Execution | Daring Online |
| | 27 Juni 2020 June 27, 2020 | Partisipasi dalam Seminar CEO Club Prasetya Mulya: <i>Leadership in Turbulence Time</i> Attended Prasetya Mulya Club CEO Seminar: <i>Leadership in Turbulence Time</i> | Daring Online |
| | 29 Juni 2020 June 29, 2020 | Partisipasi dalam 4 th MIND ID <i>Executive Leadership Series in 2020-How to Succeed in Managing Strategic Initiative Project: Avoid the Well-Known Traps</i> Attended MIND ID 4 th Executive Leadership Series in 2020-How to Succeed in Managing Strategic Initiative Project: <i>Avoid the Well-Known Traps</i> | Daring Online |
| | 3 Juli 2020 July 3, 2020 | Partisipasi dalam Sosialisasi kluster <i>Masterplan</i> oleh McKinsey Attended the Master Plan Cluster Socialization by McKinsey | Daring Online |

| Nama Name | Tanggal Date | Program Pelatihan dan Pengembangan Training & Development Program | Lokasi Location |
|--------------|---|---|--------------------|
| | 8 Juli 2020 July 8, 2020 | Partisipasi dalam <i>Nikel Global Updates & Outlook, Market Issues & Challenges</i> Attended <i>Nikel Global Updates & Outlook, Market Issues & Challenges</i> | Daring Online |
| | 10 Juli 2020 July 10, 2020 | Partisipasi dalam <i>SLDP IDP & IBC Feedback Session</i> Attended <i>SLDP IDP & IBC Feedback Session</i> | Daring Online |
| | 11 Juli 2020 July 11, 2020 | Partisipasi dalam <i>SLDP MIND ID Leaders Cafe 3 (ANTAM & PTBA)</i> Attended <i>SLDP MIND ID Leaders Cafe 3 (ANTAM & PTBA)</i> | Daring Online |
| | 17 Juli 2020 July 17, 2020 | Pembicara/Narasumber dalam Alumni SMANSA Cirebon Mengajar dan Memberikan Motivasi untuk Siswa/Siswi SMANSA Cirebon Periode 2 Speaker at Alumni of Senior High School Cirebon Teach and Provide Motivation for Period 2 of SMANSA Cirebon Students | Daring Online |
| | 17 Juli 2020 July 17, 2020 | Partisipasi dalam <i>Sharing Session McKinsey: Capital Project Implementation-Delivering Project on Time, Below Cost, & In Spec</i> Attended <i>McKinsey Sharing Session: Capital Project Implementation-Delivering Project on Time, Below Cost, & In Spec</i> | Daring Online |
| | 24 Juli 2020 July 24, 2020 | Partisipasi dalam Webinar "Identifikasi Indikator Korupsi, Upaya Pencegahan serta Peran Pemimpin sebagai Role Model di Satuan Kerja Masing-Masing" Attended Web Seminar "Identification of Corruption Indicators, Prevention Efforts and the Role of Leaders as Role Models in Each Work Unit" | Daring Online |
| | 29 Juli 2020 July 29, 2020 | Partisipasi dalam <i>SLDP The 5th Leadership Series: Reimagining Succession Management</i> Attended <i>SLDP The 5th Leadership Series: Reimagining Succession Management</i> | Daring Online |
| | 12 Agustus 2020 August 12, 2020 | Partisipasi dalam <i>ELDP C2 Dry Run ALP Interim Presentation (Group 7)</i> Attended <i>ELDP C2 Dry Run ALP Interim Presentation (Group 7)</i> | Daring Online |
| | 19 Agustus 2020 August 19, 2020 | Partisipasi dalam <i>SLDP & ELDP Cohort 1 The 6th Leadership Series: Leading an International Expansion</i> Attended <i>SLDP & ELDP Cohort 1 The 6th Leadership Series: Leading an International Expansion</i> | Daring Online |
| | 27 Agustus 2020 August 27, 2020 | Partisipasi dalam <i>ELDP Cohort 2 ALP Interim Presentation Group 6</i> Attended <i>ELDP Cohort 2 Interim Presentation Group 6</i> | Daring Online |
| | 27 Agustus 2020 August 27, 2020 | Partisipasi dalam <i>ELDP Cohort 2 ALP Interim Presentation Group 7</i> Attended <i>ELDP Cohort 2 ALP Interim Presentation Group 7</i> | Daring Online |
| | 7 September 2020 September 7, 2020 | Partisipasi dalam <i>SLDP IDP & IBC Presentation Session</i> Attended <i>SLDP IDP & IBC Presentation Session</i> | Daring Online |
| | 10 September 2020 September 10, 2020 | Partisipasi dalam <i>SLDP MIND ID The 7th Executive Leadership Series: Mine 2020: Resilient & Resourceful</i> Attended <i>SLDP MIND ID The 7th Executive Leadership Series: Mine 2020: Resilient & Resourceful</i> | Daring Online |
| | 12 September 2020 September 12, 2020 | Partisipasi dalam <i>SLDP Leaders Cafe 5</i> Attended <i>SLDP Leaders Cafe 5</i> | Daring Online |
| | 29 September 2020 September 29, 2020 | Partisipasi dalam <i>SLDP MIND ID The 8th Executive Leadership Series: Corporate Diplomacy Profesor Witold Henisz</i> Attended <i>SLDP MIND ID The 8th Executive Leadership Series: Corporate Diplomacy Professor Witold Henisz</i> | Daring Online |
| | 2 Oktober 2020 October 2, 2020 | Pembicara dalam <i>ELDP MIND ID Cohort 2 Strategic Projects Discussion-P3LA</i> Speaker at <i>ELDP MIND ID Cohort 2 Strategic Projects Discussion-P3LA</i> | Daring Online |
| | 12 Oktober 2020 October 12, 2020 | Partisipasi dalam <i>SLDP The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> Attended <i>SLDP The 9th Leadership Series with Metso Outotec: Minerals Processing for Sustainability, Efficiency and Profitability</i> | Daring Online |
| | 23 Oktober 2020 October 23, 2020 | Partisipasi dalam <i>Dry Run 1 MIND ID SLDP & ELDP Cohort 1 Graduation</i> Attended <i>Dry Run 1 MIND ID SLDP & ELDP Cohort 1 Graduation</i> | Daring Online |
| | 25 Oktober 2020 October 25, 2020 | Partisipasi dalam <i>Final Dry Run MIND ID SLDP & ELDP Cohort 1 Graduation</i> Attended <i>Final Dry Run MIND ID SLDP & ELDP Cohort 1 Graduation</i> | Daring Online |
| | 27 Oktober 2020 October 27, 2020 | Partisipasi dalam <i>SLDP & ELDP Cohort 1 Graduation Day</i> Attended <i>SLDP & ELDP Cohort 1 Graduation Day</i> | Daring Online |
| | 13 November 2020 November 13, 2020 | Partisipasi dalam <i>The 10th MIND ID Executive Leadership Series-Jackey Sjam* from Metso Outotec will advise on Metals Processing</i> Attended <i>The 10th MIND ID Executive Leadership Series-Jackey Sjam* from Metso Outotec will advise on Metals Processing</i> | Daring Online |
| | 27 November 2020 November 27, 2020 | Partisipasi dalam <i>ANTAM//CLSA Battery Series (Panel Discussion ANTAM & VALE-Inco)</i> Attended <i>ANTAM//CLSA Battery Series (Panel Discussion ANTAM & VALE-Inco)</i> | Daring Online |
| | 30 November 2020 November 30, 2020 | Partisipasi dalam Web Seminar <i>MIND ID The Leadership Series with Bain & Company</i> Attended <i>MIND ID Web Seminar The Leadership Series with Bain & Company</i> | Daring Online |