

Terms and Conditions:

The following Terms and Conditions apply to all Participant(s) or Applicant(s) (hereinafter Applicant" or "Participant"), in any internship or similar offering referred hereunder as the "Program" offered by Semangat Inspirasi Indonesia, a company incorporated in Jakarta and having its registered office at Kirana Two Office Tower, Lt. 10-A, Kelapa Gading Timur, Kelapa Gading, Jl. Boulevard Timur, Jakarta 14240, Indonesia and/or any of its subsidiaries (hereinafter referred to as "We", "Us", "Stage Indonesia" or "Semangat Inspirasi Indonesia"). The copyright in and to the terms and conditions belongs to Semangat Inspirasi Indonesia and any copying of the terms and conditions without our prior written permission constitutes an infringement of our legal rights and we will take legal action if necessary.

1. Service

1.1 All-in package

By offering an Applicant a position on the Internship program supplied by Semangat Inspirasi Indonesia we undertake, subject to these terms and conditions, to do the following if a Participant chooses our All-in Package:

- a. to arrange for the provision to the Participant of an unpaid internship placement with an internship company (the "assigned internship company") in Indonesia as part of the Program (referred to as a "placement"); in case the Participant does not make use of one of the understated services and makes his/her choice to arrange this him/herself, there is no right on refund or discounts.
- b. to mediate in arranging the Participant with accommodation in Indonesia (the "designated accommodation"). Arranging means offering and booking the accommodation for the term agreed upon. The participant shall be responsible for the direct payment to the owner of the designated accommodation including the electricity bill. Upon arrival at the accommodation on the first day the agreed first month rental fee should to be paid by the Participant to the designated accommodation owner directly in cash. Semangat Inspirasi Indonesia is not responsible for any decision of the designated accommodation owner to make deductions to negotiations or complaints. Accommodation reservations made by Semangat Inspirasi Indonesia cannot be guaranteed if done earlier than 8 weeks before entering the accommodation. In case the Participant cancels the pre-booked accommodation booked by Us 2 weeks or shorter prior to the arrival date in Indonesia, the Participant is subjected to pay a cancellation fee paid to the designated accommodation owner and We have no obligation to find an alternative within this period of time after this cancellation. If the Participant makes his/her choice to arrange an accommodation him/herself, there is no right on discount or refund on this package.
- c. to provide a first day introduction visit at the Participant's assigned internship company
- d. to provide a pre-registered local sim-card.
- e. to conduct an evaluation based on a performance, Attitude and absenteeism check of the Participant. The evaluation could be in written, through phone contact or a face -to-face meeting with the representative of the Assigned internship company.
- f. to provide necessary assistance for emergency matters (severe illness, calamities or accidents) or issues raised at the Assigned internship company.
- g. to provide the Participant with appropriate information about local transportation in Indonesia.
- h. to provide car transportation of the Participant from the pre-agreed airport to the designated accommodation at pre-agreed times given to us by the Participant minimum 1 week before coming to Indonesia.

- i. to provide contact details to the Participant of our Appointed Operational Manager(s) in Jakarta or Bali in case of any difficulties or problems experienced;
 - j. to provide a preparation file with relevant information before coming;
 - k. to execute visa extensions, applicable if the stay is exceeding 60 days from moment of entry in Indonesia. This will under any condition be performed by Us so the Participant can extend his/her visa for the duration of the internship program. Visa extension(s) are done for the purpose of extension during the term of the internship as stated in the contract. It is up the host company to decide to agree to prologue the sponsorship after the term. The host company has the right to terminate the sponsorship if the Participant at anytime if they have reasons not be responsible for the Participant anymore.
 - l. To check the contract is in compliance with immigration law no.6/2011 before the Participant comes to Indonesia.
- 1.2 The costs excludes visa extension and processing costs, visa application costs payable to obtain the visa, flight cost/ transportation costs, insurance costs, living costs in Indonesia, personal spending, accommodation costs, medical costs or any cost that are not related to the services indicated in article 1.1.
- 1.3 We apply a no-refund nor discount policy when the Participant does not make use of the services as stated above;
- 1.4 For the avoidance of doubt, Our responsibilities are limited solely to those set out in this Section (1.1).

1.2 Basic Package

1.2.1. By offering an Applicant a position on the Internship program supplied by Semangat Inspirasi Indonesia we undertake, subject to these terms and conditions, to do the following if a Participant chooses our Basic Package:

- a. to arrange for the provision to the Participant of an unpaid internship placement with an internship company (the "assigned internship company") in Indonesia as part of the Program (referred to as a "placement"); in case the Participant does not make use of one of the understated services and makes his/her choice to arrange this him/herself, there is no right on refund. This is only applicable for Participants with an Indonesian nationality (WNI) or foreign nationals who have a Limited stay permit (KITAS).
 - b. to provide transportation of the Participant from the pre-agreed airport to the designated accommodation at pre-agreed times.
 - c. to provide contact details to the Participant of our Appointed Operational Manager (s) in Jakarta or Bali in case of any difficulties or problems experienced;
 - d. to provide information about the Local transport to get around in Jakarta or Bali;
- 1.2.2. We apply a no-refund nor discount policy if the Participant does make the choice not make use of any of the service as stated above;
- 1.2.3. For the avoidance of doubt, Our responsibilities are limited solely to those set out in this Section (1.2.1 & 1.2.1).

2. Participant's obligation:

- a. It is the Participant's responsibility to have an insurance during his/her stay in Indonesia including personal liability, repatriation remains, emergency and health coverage. We are not responsible, nor liable for any decisions made by the Participant's insurance company or any handling of claims.
- b. The Participant must bring all relevant internship and medical insurance documents with him/her to Indonesia. Neither the Internship Company nor its employees is liable for any medical advice given by Ourselves or third parties.
- c. Semangat Inspirasi Indonesia provides advice to the Participant how to obtain a visa required to perform an Internship in Indonesia, this is given by Our Consultant. The information given by our consultants are binding and subject to legal changes in regulations.
- d. The Participant provides all correct information or changes made to Us at anytime. Semangat Inspirasi Indonesia is bind by contract to take over the visa process. The Participant respects this agreement and will never perform a visa extension by him/herself or any other third party.

3. Application:

We retain all rights to reject the application of any person, we deem unsuitable for our Program, at our own discretion.

4. Internship agreement:

Upon signing the internship agreement between Participant and Internship Company, The participant shall be responsible for the direct payment to Semangat Inspirasi Indonesia for the service. Upon receiving the amount in the invoice visa documentation will be provided.

5. Cancellation:

In the event that the Participant decides to discontinue his/her Program after it has started but before the final date of the internship due to end for any reason, We are not liable for any costs incurred by the Participant as a result of this decision.

6. Payment:

If the for whatever reason, We have to cancel our Program prior to the Participant starting the Program and We have not yet received the payment in Full according to the issued Invoice, from the Participant and for reasons which are in no way attributable to the Participant, No compensation will be given by Us for any costs incurred in relation to the Program by the Participant or any other person.

7. Marketing:

The content and information displayed on our website and other promotional material is believed to be valid and correct but We are not liable, and the Participant shall not hold Us responsible, for any misinformation or ambiguities in such content.

8. Rejection visa:

In the event that a Participant is refused an appropriate visa or suitable alternative by the Indonesian Authorities, no compensation will be given by Us for the Cancellation of flights or any other costs incurred by the Participant or any other person.

It is the Participant's responsibility to provide Us correct relevant information before coming about his/her criminal track record, information which countries the Participant has visited over the last 6 months, the health condition and whether the Participant has ever been rejected or deported from Indonesia.

If a Participant has already tried to apply for any visa in Indonesia him/herself or through a third party and the information is in the system of immigration before we gave advice, the process can be disrupted.

The Participant is obligated to send us the visa stamp dates issued by immigration officers at the airport upon arrival within 3 days upon arrival and provide us with all legal information as requested by Us.

9. Visa costs:

The visa costs for obtaining/issuing the visa at the designated embassy of outside Indonesia is not included in our Program, the cost of visa extensions and processing in Indonesia are performed upfront as indicated in the invoice sent to the Participant prior to his/her arrival in Indonesia. As extension and processing costs are allocated upon payment of invoice, we have a no-refund policy for visa extensions nor the program for whatever reason.

10. Visa/immigration policy

10.1. We will use reasonable endeavors to assist the Participant to obtain the visa prior to the commencement of the Program, provided that if, for reasons outside of Our control, the Participant's visa cannot be obtained at all or prior to the commencement of the Program, it will be at Our discretion as to whether it will be the responsibility of the Participant to obtain his/her visa, provided that in circumstances where there may be difficulties in obtaining the visa at the embassy, We will use all reasonable endeavors to assist and arrange the Participant with his/her application and best resolve the application to the mutual benefit of the Participant and Us.

10.2. We are not, and you shall not hold Us, responsible or liable for any damages, delays, technical errors, last minute changes or time schedules of the ministry of immigration and the Embassy. Any costs related to the loss of or damage to the Participant's passport or any other personal property during the visa processing, during the Program, or during registration with the Indonesian authorities or other third parties are not our responsibility.

10.3. All efforts done by Us are in good faith and in accordance with the latest updated regulations. In case a Participant does not give proper and correct information about the visa status, expiry dates, flight schedules prior, during the program, arrival dates and changes, to Semangat Inspirasi Indonesia, all consequences and costs arise for not informing Us, Participant has no right to receive any financial compensation for this.

10.4. The Participant has the obligation to inform Semangat Inspirasi Indonesia with correct details about flight plan and provide a photocopy of the visa in the passport including the chopped stamp with date of arrival immediately after arriving in Indonesia, so We can assist the Participant with processing the visa extension. If this is not done, it is the fully the Participant's responsibility to bear the consequences. It is the Participant's obligation to check the dates at all time. Fines due to an Overstay of the Participant are under no condition compensated by Semangat Inspirasi Indonesia.

We reserve the right to change the format of our Program as and when necessary at our discretion and without requiring the consent of the Participant.

10.5. Visa extension fees are applicable to Participants staying longer than 60 (sixty) days if the visa has been applied at the Indonesian embassy in EU countries or in Singapore, the initial term given at other embassies cannot be guaranteed 60 days. The costs per visa extension are 75 euro Indonesian Rupiah including visa costs and processing costs for Participants. These costs are payable by the Participant to our Consultants before the internship starts. The number of extensions depend on the lengths of the internship term in Indonesia.

The number of extensions are clearly explained on our website under the visa section. In case the Participant is not willing to cooperate, not informing Us about (changing) conditions, not following our instructions or breach the Indonesian law we hold the right to cease the sponsorship in conjunction with the host company and the visa will terminate automatically at the date of expiry.

10.6. The Participant is responsible for checking that the visa which is issued for the Program is the correct type, correct sponsor as indicated by Us including the length. Should the participant wish to travel outside Indonesia during or after the Program it is his/her responsibility to ensure that the visa will allow

the Participant to leave Indonesia and re-enter. In case the Participant re-enters Indonesia with an incorrect visa other than social budaya with the purpose of training or a limited stay permit KITAS for Participants studying at a university in Indonesia, the internship will be ceased immediately.

11. Working day/working hours

It is the Participant's responsibility to be aware of any national holidays, that may change the nature of your Program. While most companies operate a Mon-Fri 9AM-5PM (West Indonesia Time) working policy, some may have different requirements and We cannot be held responsible for this.

12. Flights:

International flights are not included in the cost of any of our Programs. The participant must buy his/her own airplane tickets to fly to Indonesia. We are not responsible to the Participant for any damages or costs due to any action, negligence or event relating to the purchase or operation of flight tickets . We are also not responsible for any costs or refunds due to changes or delays in flights.

13. Transportation/pick-up

Transportation of the Participant from the pre-agreed airport in Indonesia outside the hours of 9am to 9pm or not on the specified arrival day will incur a charge of 25 euro(as applicable). If the Participant do not notify Us of his/her flight arrival details at least at 3 working days prior to arrival in Indonesia, We cannot guarantee an airport pickup. If there is any change in the flight plan or missing a flight, We should be informed. This article is only applicable Participant who are entitled to get the All-in package as stipulated in article 1. The transportation is only the pickup from the airport to the designated accommodation only by the time the Participant arrives in Jakarta or Bali. The airports from where we can pickup the Participant are Sukarno-Hatta, Halim or Ngurah Rai airport.

14. Accommodation

If the Participant arrives in Indonesia before the start date of the program, or if the Participant stays later than the end date of your programme, the Participant can request to stay in the designated accommodation for extra nights. The reservation of the designated accommodation is subject to availability, therefor We can only reserve an accommodation 6 weeks prior to arrival date into Indonesia. The Participant has no right on refund if he/she selected her own accommodation.

The participant stays minimum 1 (one) month in the designated accommodation offered, unless he/she has found an own accommodation prior arrival of which we are informed at least 2 weeks before the arrival date. If a Participant cancels a pre-booked the accommodation 2 weeks or shorter prior to arrival, the Participant has no right on any Refund or We have no obligation to look for another place. The Participant has no right to get a discount on the rates published or discounts given by Semangat Inspirasi Indonesia. In case the Participant decides to change accommodation, it should be announced to the designated accommodation owner and to us at latest 2 weeks prior to the ending date of the monthly rental for immigration purposes.

If the Participant books his her own accommodation prior to coming to arrange the pickup, We should be informed accordingly minimum 2 weeks before coming.

15. Issues during the program:

If the Participant should experience any problems whilst partaking in our Program, he/she must immediately inform Us in writing by email to the email address of Stage Indonesia during the program term, with a clear explanation of the problem. In such an event, We will discuss the problem with the Participant and will discuss ways in which the problem can be solved. We are not responsible for any conversations or anything that is said by Us or on our behalf unless it is recorded in the written form either in an email or letter sent by Us to the Participant.

17. Host company rules:

17.1. The Participant agrees to abide by and/or otherwise comply with any applicable rules and/or internal policies or guidelines of the assigned internship company, The Participant agrees to discuss any

problems in his/her placement with our staff in writing by email prior to discussion with any third party, such as the assigned internship company.

If the assigned internship company terminates a Participant's placement prior to the end of the stated time as a result of the Participant's inadequate or unhelpful participation, prolonged or repeated absence from work, or repeated tardiness in arrival at work, We are under no obligation to provide another placement or provide compensations. In such a case, the Participant will be required to inform us and the university about the issues and the termination of the program at the assigned internship company. Prior to termination we endeavor to assist the Participant and the Internship company to solve any problems or misunderstandings.

17.2. In situations where the Participant does not comply with the rules of the assigned internship company or rules of our Program or the laws of Indonesia, We may cancel the Program of the Participant by notice to the Participant and the Participant will be required to leave the country.

18. Termination Placement:

If the Participant wishes to terminate his/her placement prior to the end of the time stated in the offer letter for any reason, he/she must provide Us with written notice prior to placement termination, clearly stating the reasons for such a decision. We are under no circumstances obligated to provide another placement in this will situation and the Participant will be required to inform us to cease the Participant's sponsorship.

19. Participant's responsibilities:

19.1. All Participants are responsible for their own safety during the Program and neither Us nor the assigned internship company is responsible or liable for any accident, sickness, loss, damage, expense or hazard encountered or incurred by the Participant during the Program.

19.2. We, our affiliate agencies or staff are not liable for any case of injury, accident or sickness suffered by the Participant, or theft or damage to the property of the Participant in relation to or in connection with our/their services provided in respect of the Program.

19.3. The Participant will take full responsibility for their conduct at all times during the Program. The Participant will not act irresponsibly, break the law of Indonesia, or put themselves or others in dangerous situations, and if they do, will be responsible for the consequences.

20. Cancellation the program

We reserve the right to expel a Participant from the Program by notice to the Participant discretion for reasons including but not limited to breaking the law of Indonesia, discrimination, bullying or harassment of other Participants, anti-social or unreasonable behavior or unfit conduct towards other group Members or excessive absence from work. Furthermore, We have the right to expel if the Participant lacks to provide Us, our affiliates, the host company or the Indonesian government correct, true and accurate information prior and during the program. In such instances, We retain the right to immediately cancel the Program of the Participant.

21. Damage in the accommodation:

The owner of the designated accommodations reserves the right to make charges for any missing or damaged items from the designated accommodation or for any additional cleaning or repair charges to the designated accommodation that may be incurred during the Program. Further, The Participant is obligated to pay the electricity bills for the electricity use in addition to the rental month. The Participant agrees to pay these electricity charges as notified to the Participant in writing in full to the owner at the end of every monthly rental term.

22. Guest visits in the accommodation:

Guests are not allowed to stay in the Participant's designated accommodation unless this is requested to the owner of the designed accommodation prior to the Guest's arrival. Guests will only be allowed to stay in the Participant's designated accommodation.

23. Promotion

The Participant agrees that any photo taken or video made by Us could be used for promotional purposes with or without the consent required of the Participant.

24. Lacking to following advice:

If an Participant is unwilling or unable to let us advice on the processing and obtaining of their Indonesia visa, and for whatever reason a visa of incorrect length or type is granted, we will use reasonable efforts to assist in attempting to amend the visa, or process another visa, with the relevant Indonesian authorities, but take no responsibility or liability for any consequences arising from the issue of the incorrect Indonesian visa or any attempt to amend the visa or process the issue of another visa.

25. Non-Disclosure

In instances where the assigned internship company demands it, the Participant agrees to sign a Non Disclosure Agreement with the assigned internship company. Regardless of whether or not the assigned internship company requires a written Non Disclosure Agreement, the Participant agrees to respect and keep confidential the Intellectual Property and any information of the assigned internship company.

26. Application:

By submitting an application to Us, We assume this is done in good faith with the purpose to join our program to perform an internship and no other intentions.

27. Cancellation prior to the Program:

27.1. In case the Applicant cancels him/herself after getting introduced to an internship company presented by us, The Applicant is charged an Admin fee cost.

27.2. In the event that the Participant makes the choice to change plans or cancel the program after signing the internship contract between host company, university and Applicant for whatever reason, there is no refund.

27.3. For any change in contract date, We endeavour to assist the Applicant but We are not obligated to change the Programme or terms what the Applicant signed up for.

28. Cancellation during the Program:

We have the right to terminate the Program immediately when:

28.1 If the Participant enters Indonesia to perform an internship under a Visa on Arrival;

28.2. Involves a third party to arrange the visa;

28.3. If the Participant has not informed us accordingly about flight plans;

28.4. If the Participant does not follow our instructions;

28.5. Involvement in criminal activities or intentionally or unintentionally breaching Indonesian law;

28.6. Not respecting the rules of the Host company.

29. Liability waiver

29.1 In case the simcard is not complete, not working, broken, not working the Participant should inform the Consultant first. Instead The Participant will receive a replacement. No financial compensation will be given.

29.2. We take no responsibility and are not liable for:

- a. any accidents that take place at any third party locations including the premises of the assigned internship company and the designated accommodation; and
- b. any damages to the assigned internship company during a Participant's placement with it, which, in all cases, the Participant shall be responsible and liable for; and
- c. any damage made to any third party.

It is the Participant's responsibility to ensure that he/she is covered by an internship insurance or a liability insurance covered by the insurance company prior to the commencement of the Program.

30. Force majeure:

We are not responsible or liable for changes or cancellations to the Program under any of the following circumstances; war or threat of war, terrorism or threat of terrorism, fire, sickness, environmental or climate concerns, acts of government or local authority, or any other event or circumstance which amounts to a "force majeure" and in such cases no compensation for any loss will be given to the Participant by Us unless otherwise decided at Our discretion.

31. Non-Circumvention:

In case the Applicant circumvents Semangat Inspirasi Indonesia by contacting the Internship company him/herself without giving any notice after disclosing the contact detail of any designated Internship company to the Applicant, prior to the commencement date of the program, We have the right to cease the Program for this Applicant and a penalty fee is applicable to the Applicant. The Internship company will be informed accordingly by Us.

32. Workload at Host company:

We are not responsible for the workload provided by the assigned internship company whether it is of a high intensity or low intensity. In such situations, the Participant should discuss the problem with Us and We will endeavor to resolve the issue accordingly. The Participant and Internship company make sure all matters concerning the internship have clearly been communicated all detailed assignment through mail or skype during the intro-session and as written in the internship contract, We cannot hold responsible for any discrepancies in the content of the working activities.

33. Health:

To comply with Visa regulations of Indonesia, you must notify Us if you have any of the following: Mental disease, Venereal Disease, Corona virus, Tuberculosis, HIV, Leprosy or other infectious diseases.

34. Maximum liable amount:

Our aggregate maximum liability is limited to the amount of the actual cash paid by you to us for the Program.

35. Applicable to Indonesian law:

These terms and conditions and this agreement shall be governed by, and construed in accordance with Indonesian Law.

36. Disputes:

Any dispute, controversy or claim arising out of or relating to these terms and conditions or this agreement, including the validity, invalidity, breach or termination thereof, shall be settled by arbitration in the courts of DKI-Jakarta, Indonesia.

37. Actuality:

This agreement constitutes the whole agreement between the parties and supersedes all previous agreements between the parties relating to its subject matter. Each party acknowledges that, in entering into this agreement, it has not relied on, and shall have no right or remedy in respect of, any statement, representation, assurance or warranty (whether made negligently or innocently) other than as expressly set out in this agreement.

38. Exclusivity:

A person who is not a party to this agreement shall not have any rights under or in connection with it.

39. Complaint policy:

In order to be of assistance in case of complaints, any complaint towards Us concerning our service can be filed in written by email sending the complaint to our email address during the internship program term of the Participant, so any issues can be discussed, followed up and solved accordingly, We endeavor to handle any case carefully and in good-faith to solve any problem. Any Complaints should be filed by the Participant within the maximum term of 2 weeks after the ending date of internship programme in order to look for a appropriate solution.

40. Data Confidentiality:

The Participant's personal information provided to Us will be treated strictly confidential and will not be disclosed to any third party without consent of the Participant. Any personal Data or Information will be deleted and/or destroyed when the Participant is not participating in the Programme anymore. The end of the Programme is considered when the Participant is the last of the internship at the designated host company.

41. Exclusivity of Terms:

The rights of the parties to terminate, rescind or agree any variation, waiver or settlement under this agreement is not subject to the consent of any person that is not a party to this agreement.

42. Compliance:

If any provision of the agreement (or part of any provision) is found by any court or other authority of competent jurisdiction to be invalid, illegal or unenforceable, that provision or part-provision shall, to the extent required, be deemed not to form part of this agreement, and the validity and enforceability of the other provisions of this agreement shall not be affected.

43. Governing law:

Terms and Conditions shall be subject to, governed by and interpreted in accordance with the laws of the Republic of Indonesia and The Participant and Semangat Inspirasi Indonesia hereby agree to submit to the exclusive jurisdiction of the courts of Jakarta, Indonesia in connection with any dispute arising from a Participant's application and/or these Terms and Conditions.