

Nomination and Remuneration Committee

The Company established Nomination and Remuneration Committee on April 10, 2014, which was then updated to comply with the Indonesia Financial Services Authority Regulation No. 34/POJK.04/2014 on Nomination and Remuneration Committee of Issuer or Public Company.

The functions of the Nomination and Remuneration Committee are to assist the Board of Commissioners in fulfilling their responsibilities in compensation, bonuses, short-term and long term incentives, and other matters related to nomination and remuneration of the Board of Commissioners, the Board of Directors and employees of the Company and its Subsidiary.

In carrying out its duties and responsibilities, the Nomination Committee and Remuneration of the Company has been furnished with Nomination and Remuneration Charter.

The contents of the Nomination and Remuneration Committee are as follows:

1. Backgrounds
2. Functions, Authorities and Responsibilities
3. Membership
4. Nomination and Remuneration System

Functions, Authorities, and Responsibilities of the Nomination and Remuneration Committee

The functions of the Nomination and Remuneration Committee are to assist the Board of Commissioners in:

1. Preparing, signing, and analyzing the criteria and procedure for the appointment of members of the Board of Directors and the Board of Commissioners candidates;
2. Identifying candidates of the Board of Directors and the Board of Commissioners, either from inside or outside of the Company, who shall be appointed as members of the Board of Directors or Board of Commissioners;
3. Preparing the criteria to evaluate the performance of the Board of Commissioners and the Board of Directors;
4. Preparing, signing, and analyzing the criteria and procedure of dismissal for the members of the Board of Directors and Boards of Commissioners;
5. Assisting the Board of Commissioners in proposing a remuneration system that suitable for the members of the Board of Directors or the Board of Commissioners in the form of system for payment of salaries and allowances, evaluation on the system, the option given and the retirement system.

The authorities of the Nomination and Remuneration Committee are as follows:

1. Request the Company to conduct survey according to the requirements of the Committee;
2. Request any information required both from internal and external of the Company.

Duties and Responsibilities related to Nomination functions are as follows:

1. To give recommendations to the Board of Commissioners:
 - Composition and number of the members of the Board of Directors or the Board of Commissioners;
 - Policy and criteria for appointment process;
 - Performance management policy for the members of the Board of Directors or the Board of Commissioners;
 - Development program for the members of the Board of Directors or the Board of Commissioners.
2. To assist the Board of Commissioners in obtaining and analyzing data of prospective candidates of the members of the Board of Directors or the Board of Commissioners to be appointed in the GMS;
3. To assist the Board of Commissioners in establishing the personnel general policy;
4. To hold the database of the candidates of the members of the Board of Directors or the Board of Commissioners.

Duties related to Remuneration functions are as follows:

1. To give recommendations to the Board of Commissioners regarding to:
 - Remuneration structure;
 - Remuneration policy;
 - Remuneration system of the Board of Directors or the Board of Commissioners.
2. To assist the Board of Commissioners in assessing performance of the members of the Board of Directors or the Board of Commissioners.

Structure of Nomination and Remuneration Committee

The Nomination and Remuneration Committee is chaired by Independent Commissioner and assisted by 3 (three) members that consist of 2 (two) Commissioners and 1 (one) executive officer that supervises human resources.

The composition of the Nomination and Remuneration Committee is as follows:

Name	Position
Rizal Bambang Prasetijo	Chairman
Sunata Tjittersampurno	Member
Avi Dwipayana	Member
Hananta Praditya	Member