

Nomination and Remuneration Procedure

The Nomination and Remuneration Procedure for the Board of Commissioners and Directors is stipulated under the Articles of Association and further regulated in the Company Work Guidelines for the Admission and Appointment of Commissioners and Directors.

The nomination of President Commissioner and Commissioners is carried out by the shareholders. The nomination for the President Director and Directors is carried out by the Board of Commissioners.

Members of the Board of Commissioners and Board of Directors who have passed the Company's internal selection phase are appointed by the General Meeting of Shareholders subject to the fit and proper test by the OJK.

Directors can be reappointed when their terms of office have expired by considering their good records in achieving targets set by the Board of Commissioners for each member of the Board of Directors.

Commissioners can be reappointed when their terms of office have expired by considering their good records in achieving targets set by the Board of Commissioners for each member of the Board of Commissioners.

Commissioners and Directors receive remuneration in form of honorarium or salary and other benefits. This is stipulated in the contract upon the approval from the Board of Commissioners, which has received the authority and approval from the General Meeting of Shareholders.