

### **The Nomination and Remuneration Function**

Based on OJK Regulation No.34/POJK.04/2014 (POJK 34) regarding Nomination and Remuneration Committee of Listed or Public Company, all Listed or Public Companies shall have a Nomination and Remuneration Function and the implementation of the Nomination and Remuneration Function should be carried out by the Board of the Commissioners.

Based on the Board of Commissioners Decree No.0001/GG-1/KEP/III-17, dated March 10th 2017, the Nomination and Remuneration Function has been implemented by the Board of Commissioners, in line with the mandate of POJK 34.

During 2023, the Board of Commissioners has held meetings with agenda on Nomination and Remuneration once every 4 (four) months.

Nomination of candidates for membership of the Board of Commissioners and the Board of Directors and performance evaluation of the Board of Directors and the Board of Commissioners is conducted in accordance with the procedures stipulated in the Board of Commissioners' Guidelines on Implementation of the Nomination and Remuneration Function.

All matters and policies related to the succession of members of the Board of Directors refer to and are implemented within the framework of the Company's Articles of Association.

Regarding the nomination of the members of the Board of Commissioners and/or members of the Board of Directors, the Board of Commissioners did not propose changes to the composition of members of the Board of Commissioners nor that of members of the Board of Directors.

Proposals for the remuneration of the members of the Board of Commissioners and Directors were made pursuant to the procedures stipulated in the Board of Commissioners' Guidelines on the Implementation of the Nomination and Remuneration Function.

The aggregate remuneration of the Board of Commissioners and the Board of Directors for each of the years 2023 and 2022 is Rp 180,437 million and Rp 180,680 million respectively.

### **Fungsi Nominasi dan Remunerasi**

Berdasarkan Peraturan OJK No.34/POJK.04/2014 (POJK 34) tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik, setiap Emiten atau Perusahaan Publik wajib memiliki Fungsi Nominasi dan Remunerasi dan pelaksanaan Fungsi Nominasi dan Remunerasi wajib dilaksanakan oleh Dewan Komisaris.

Berdasarkan Keputusan Dewan Komisaris No.0001/GG-1/KEP/III-17, tertanggal 10 Maret 2017, Fungsi Nominasi dan Remunerasi Perusahaan telah dijalankan oleh Dewan Komisaris Perusahaan sesuai dengan amanat POJK 34.

Selama tahun 2023, Dewan Komisaris Perusahaan telah menyelenggarakan rapat dengan agenda tentang Nominasi dan Remunerasi setiap 1 (satu) kali dalam 4 (empat) bulan.

Nominasi calon anggota Dewan Komisaris dan anggota Direksi, dan evaluasi kinerja anggota Direksi dan Dewan Komisaris dilakukan sesuai dengan tata cara dan prosedur sebagaimana ditetapkan dalam Pedoman Dewan Komisaris Perusahaan dalam Pelaksanaan Fungsi Nominasi dan Remunerasi.

Segala hal dan kebijakan terkait suksesi anggota Direksi mengacu dan dijalankan dalam kerangka Anggaran Dasar Perusahaan.

Terkait nominasi anggota Dewan Komisaris dan/atau anggota Direksi, Dewan Komisaris tidak mengusulkan perubahan terhadap komposisi anggota Dewan Komisaris dan komposisi anggota Direksi Perseroan.

Pengusulan remunerasi anggota Dewan Komisaris dan anggota Direksi dilaksanakan sesuai dengan tata cara dan prosedur yang telah ditetapkan dalam Pedoman Dewan Komisaris dalam Pelaksanaan Fungsi Nominasi dan Remunerasi.

Total remunerasi untuk Dewan Komisaris dan Direksi Perusahaan untuk masing-masing tahun 2023 dan 2022, adalah sebesar Rp 180.437 juta dan Rp 180.680 juta.