

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 Companies, all Listed or Public Companies shall have a Nomination and Remuneration Function and the implementation of the Nomination and Remuneration function must be carried out by the Board of the Commissioners.

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

During 2021, 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 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.

The Company accepted the resignation of Mr. Susanto Widiatmoko from his position as a Director of the Company, as submitted on 3 May 2021.

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

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

In 2021 and 2020 the aggregate remuneration of the Board of Commissioners and the Board of Directors was Rp 151.753 million and Rp 154.412 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 2021, Dewan Komisaris 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 dilakukan sesuai dengan tata cara dan prosedur yang telah ditetapkan dalam Pedoman Dewan Komisaris Perusahaan tentang Pelaksanaan Fungsi Nominasi dan Remunerasi.

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

Perusahaan menerima baik pengunduran diri Bapak Susanto Widiatmoko dari jabatannya selaku Direktur Perseroan yang diajukan pada tanggal 3 Mei 2021.

Terkait nominasi anggota Dewan Komisaris dan/atau anggota Direksi, Dewan Komisaris tidak mengusulkan perubahan terhadap komposisi anggota Dewan Komisaris dan 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 tentang Pelaksanaan Fungsi Nominasi dan Remunerasi.

Pada tahun 2021 dan 2020, total remunerasi untuk Dewan Komisaris dan Direksi Perseroan adalah masing-masing sebesar Rp 151.753 juta dan Rp 154.412 juta.