

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 2020, 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.

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, and based on considerations, the General Meeting of Shareholders has agreed to re-appoint members of the Board of Commissioners and members of the Board of Directors for the office term of 5 (five) years, except for Mr. Buana Susilo, who has completed his term of office, therefore the following is the composition of the Board of Commissioners and Board of Directors :

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 2020, 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.

Terkait nominasi anggota Dewan Komisaris dan/ atau anggota Direksi, Dewan Komisaris tidak mengusulkan perubahan terhadap komposisi anggota Dewan Komisaris dan anggota Direksi, dan berdasarkan pertimbangan-pertimbangan maka RUPS telah menyetujui untuk mengangkat kembali anggota Dewan Komisaris dan anggota Direksi untuk masa jabatan 5 (lima) tahun, kecuali Bapak Buana Susilo yang telah berakhir masa jabatannya, sehingga susunan Dewan Komisaris dan Direksi adalah sebagai berikut:

Board of Commissioners:

- President Commissioner:
Juni Setiawati Wonowidjojo
- Commissioner:
Lucas Mulia Suhardja
- Independent Commissioner:
Frank Willem van Gelder
- Independent Commissioner:
Gotama Hengdratsonata

Board of Directors:

- President Director: Susilo Wonowidjojo
- Director: Heru Budiman
- Director: Herry Susianto
- Director: Istata Taswin Siddharta
- Director: Susanto Widiatmoko
- Director: Andik Wahyudi
- Director: Hamdhany Halim
- Independent Director: Sony Sasono Rahmadi

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 2020 and 2019 the aggregate remuneration of the Board of Commissioners and the Board of Directors was Rp 154,412 million and Rp 161,598 million respectively.

Dewan Komisaris:

- Presiden Komisaris:
Juni Setiawati Wonowidjojo
- Komisaris:
Lucas Mulia Suhardja
- Komisaris Independen:
Frank Willem van Gelder
- Komisaris Independen:
Gotama Hengdratsonata

Direksi:

- Presiden Direktur: Susilo Wonowidjojo
- Direktur: Heru Budiman
- Direktur: Herry Susianto
- Direktur: Istata Taswin Siddharta
- Direktur: Susanto Widiatmoko
- Direktur: Andik Wahyudi
- Direktur: Hamdhany Halim
- Direktur Independen: Sony Sasono Rahmadi

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 2020 dan 2019, total remunerasi untuk Dewan Komisaris dan Direksi Perseroan adalah masing-masing sebesar Rp 154.412 juta dan Rp 161.598 juta.