

**KEPUTUSAN SIRKULER DEWAN KOMISARIS/  
CIRCULAR DECISION OF THE BOARD OF COMMISSIONERS  
PT KDB TIFA FINANCE Tbk**

**Nomor/ Number : 007/COM/HO/09/21**

**Perihal/Subject : Pengesahan *Nomination and Remuneration Committee Regulation* /  
*Ratification of Nomination and Remuneration Committee Regulation***

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| <p>Menimbang/<br/><i>With Consideration</i></p> | <p>: Dalam rangka optimalisasi peran dan fungsi pengawasan Dewan Komisaris PT KDB Tifa Finance Tbk (“Perseroan”) khususnya terkait pembentukan Komite Nominasi dan Remunerasi yang merupakan salah satu Komite di bawah Dewan Komisaris maka perlu disusun suatu pedoman yang mengatur mengenai tugas dan fungsi Komite Nominasi dan Remunerasi / <i>In order to optimize the role and supervisory function of the Board of Commissioners of PT KDB Tifa Finance Tbk (the “Company”), especially regarding the establishment of the Nomination and Remuneration Committee which is one of the Committees under the Board of Commissioners, it is necessary to develop a guideline that regulates the duties and functions of the Nomination and Remuneration Committee.</i></p>  |
| <p>Memperhatikan/<br/><i>With Regard to</i></p> | <p>: 1. Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas / <i>Law Number 40 of 2007 concerning a Limited Liability Company;</i></p> <p>2. Peraturan Otoritas Jasa Keuangan Nomor 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi / <i>Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committee;</i></p> <p>3. Peraturan Otoritas Jasa Keuangan Nomor 29/POJK.05/2020 tentang Perubahan atas Peraturan Otoritas Jasa Keuangan Nomor 30/POJK.05/2014 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Pembiayaan / <i>Financial Services Authority Regulation Number 29/POJK.05/2020 concerning Amendments to Financial Services Authority Regulation Number 30/POJK.05/2014 concerning Good Corporate Governance for Financing Companies;</i></p> <p>4. Anggaran Dasar Perseroan / <i>The Company’s Article of Association.</i></p> |



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| Keputusan/<br>Decisions | : <ol style="list-style-type: none"> <li>1. Menetapkan dan mengesahkan <b><i>Nomination and Remuneration Committee Regulation</i></b> sebagaimana terlampir yang merupakan satu kesatuan yang tidak dapat dipisahkan dari Keputusan Sirkuler Dewan Komisaris ini / <i>To stipulate and ratify <b>Nomination and Remuneration Committee Regulation</b> as attached which is an integral part of this Circular Decision of the Board of Commissioners.</i></li> <li>2. Dengan diberlakukannya <b><i>Nomination and Remuneration Committee Regulation</i></b> ini, maka seluruh ketentuan terkait sebelumnya dinyatakan dicabut dan tidak berlaku lagi / <i>With the enactment of this <b>Nomination and Remuneration Committee Regulation</b>, all previous related provisions are declared revoked and invalid.</i></li> <li>3. Apabila dikemudian hari terdapat perubahan dan/atau penyesuaian terhadap Keputusan ini maka akan dilakukan perbaikan sebagaimana mestinya / <i>If in the future there is a change and/or adjustment to this Decision, it will be corrected accordingly.</i></li> </ol> |
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Demikian Keputusan Sirkuler ini dibuat dan berlaku efektif sejak tanggal yang tersebut di bawah ini / *Thus this Circular Decision is made and is effective from the date stated below.*

Tanggal/date: 22 September 2021/ September 22, 2021

**Dewan Komisaris/  
The Board of Commissioners**



**Hwang Kilseog**  
Presiden Komisaris/  
President Commissioner



**Sim Jae Poong**  
Komisaris/  
Commissioner



**Choi Jung Sik**  
Komisaris Independen/  
Independent Commissioner



**Antonius Hanifah Komala**  
Komisaris Independen/  
Independent Commissioner

## Nomination and Remuneration Committee Regulation

Approved on September 7, 2021

### 1. TUJUAN

- 1.1. Dalam membantu pelaksanaan tugas dan tanggung jawabnya, Dewan Komisaris Perseroan wajib membentuk Komite Nominasi dan Remunerasi (selanjutnya disebut "Komite").
- 1.2. Komite wajib menyusun Peraturan yang mengikat untuk setiap anggota Komite yang disetujui oleh Dewan Komisaris.

### 2. DASAR HUKUM

Dasar hukum pembentukan Komite adalah sebagai berikut :

- 2.1 Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas;
- 2.2 Peraturan Otoritas Jasa Keuangan Nomor 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi;
- 2.3 Peraturan Otoritas Jasa Keuangan Nomor 29/POJK.05/2020 tentang Perubahan atas Peraturan Otoritas Jasa Keuangan Nomor 30/POJK.05/2014 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Pembiayaan;
- 2.4 Anggaran Dasar Perseroan.

### 1. PURPOSE

- 1.1. In assisting the implementation of its duties and responsibilities, the Board of Commissioners of the Company is obliged to form a Nomination and Remuneration Committee (hereinafter referred to as the "Committee").
- 1.2. The Committee is obliged to prepare binding Regulation for each member of the Committee which is approved by the Board of Commissioners.

### 2. LEGAL BASIS

The legal basis for establishing the Committee are as follows :

- 2.1. Law Number 40 of 2007 concerning Limited Liability Company;
- 2.2. Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committee;
- 2.3. Financial Services Authority Regulation Number 29/POJK.05/2020 concerning Amendments to Financial Services Authority Regulation Number 30/POJK.05/2014 concerning Good Corporate Governance for Financing Companies;
- 2.4. The Company's Article of Association.

### 3. TUGAS, TANGGUNG JAWAB, DAN WEWENANG

Komite harus bertindak independen dalam menjalankan tugasnya. Dalam menjalankan tugasnya, Komite bertanggung jawab kepada Dewan Komisaris.

#### 3.1. Tentang Kebijakan Nominasi :

3.1.1 Memberikan rekomendasi kepada Dewan Komisaris terkait dengan :

- 1) Komposisi Direksi, Dewan Komisaris dan/atau Dewan Pengawas Syariah;
- 2) Kriteria dan kebijakan yang dipersyaratkan dalam proses Nominasi;
- 3) Kebijakan evaluasi kinerja bagi Direksi, Dewan Komisaris dan/atau Dewan Pengawas Syariah.

3.1.2 Mengusulkan calon Direksi, Dewan Komisaris dan/atau Dewan Pengawas Syariah yang memenuhi syarat untuk disampaikan kepada pemegang saham pada Rapat Umum Pemegang Saham Tahunan;

3.1.3 Merekomendasikan program pengembangan kompetensi yang lebih tinggi kepada Dewan dalam rangka pengembangan kemampuan

### 3. DUTIES, RESPONSIBILITY AND AUTHORITY

The committee must act independently in carrying out its duties. In carrying out its duties, the Committee is responsible to the Board of Commissioners.

#### 3.1. Concerning the Nomination Policy :

3.1.1 To provide recommendations to the Board of Commissioners relating to :

- 1) The composition of the Board of Directors, the Board of Commissioners and/or Sharia Supervisory Board;
- 2) The criteria and policy as required in the Nomination process;
- 3) The performance evaluation policy for the Board of Directors, the Board of Commissioners and/or Sharia Supervisory Board.

3.1.2 To propose qualified candidates for the Board of Directors, the Board of Commissioners and/or Sharia Supervisory Board for submission to shareholders during the Annual General Meeting of Shareholders;

3.1.3 To recommend higher competency development programs for the Boards in further developing the capabilities of the Board of

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| <p>Direksi, Dewan Komisaris dan Dewan Pengawas Syariah;</p> <p>3.1.4 Membantu Dewan Komisaris dalam mengevaluasi kinerja Direksi, Dewan Komisaris dan Dewan Pengawas Syariah berdasarkan tolak ukur yang ada.</p>  | <p>Directors, the Board of Commissioners and the Sharia Supervisory Board;</p> <p>3.1.4 To assist the Board of Commissioners in evaluating the performance of the Board of Directors, the Board of Commissioners and the Sharia Supervisory Board based on existing benchmarks.</p>  |
| <p>3.2. Tentang Kebijakan Remunerasi :</p> <p>3.2.1. Memberikan rekomendasi kepada Dewan Komisaris terkait dengan:</p> <p>1) Struktur Remunerasi;</p> <p>2) Kebijakan Remunerasi;</p> <p>3) Besaran Remunerasi;</p> <p>3.2.2. Membantu Dewan Komisaris dalam mengevaluasi kinerja Direksi, Dewan Komisaris dan Dewan Pengawas Syariah sesuai dengan Remunerasinya.</p> | <p>3.2. Concerning the Remuneration Policy :</p> <p>1) To provide recommendations to the Board of Commissioners relating to:</p> <p>1) The Remuneration structure;</p> <p>2) The Remuneration Policies;</p> <p>3) The Amount of Remuneration;</p> <p>2) To assist the Board of Commissioners in evaluating the performances of Board of Directors, the Board of Commissioners and the Sharia Supervisory Board as correspond with their Remunerations.</p> |
| <p>3.3 Menjaga kerahasiaan semua dokumen dan informasi Perseroan.</p> <p>3.4. Melaksanakan tugas-tugas lain yang diperintahkan oleh Dewan Komisaris.</p> <p>3.5. Dalam menjalankan tugasnya, Komite diberi wewenang sebagai berikut:</p> <p>3.5.1. Memiliki kebebasan akses dan namun tidak terbatas pada semua data Perseroan</p>                                     | <p>3.2 To maintain confidentiality for all the Company's documents and information.</p> <p>3.3 To perform other duties as instructed by the Board of Commissioners.</p> <p>3.4 In performing its duties, the Committee is authorized as follows:</p> <p>3.4.1 Has free and full access to but not limited to all the</p>   |

mengenai karyawan, dana, aset, dan sumber daya Perseroan lainnya dalam menjalankan tugasnya. Komite wajib menyampaikan hasil dan temuannya dalam laporan tertulis kepada Dewan Komisaris;

3.5.2. Dalam menjalankan tugasnya, Komite harus bekerja sama dengan Divisi Sumber Daya Manusia dan seluruh divisi terkait lainnya;

3.5.3. Dapat menunjuk pihak ketiga (orang atau perusahaan) untuk membantu dalam menjalankan tugasnya.

Company's data regarding its employees, funds, assets and other Company resources in carrying out its duties. The Committee is duly bound to provide the results and findings in a written report to the Board of Commissioners;

3.4.2 In carrying out its duties, the Committee must collaborate with the Human Resources Division and all other related divisions;

3.4.3 May appoint a third party (person or company) to assist in carrying out its duties.

#### 4. KOMPOSISI DAN STRUKTUR

#### 4 THE COMPOSITION AND STRUCTURE

4.1 Anggota Komite diangkat oleh, diberhentikan oleh dan bertanggung jawab penuh kepada Dewan Komisaris;

4.1 The Committee members shall be appointed by, dismissed by and be wholly responsible to the Board of Commissioners;

4.2 Komite minimal terdiri dari 3 (tiga) orang, dengan ketentuan :

4.2 The committee must consist of at least 3 (three) members, provided that :

- 1) 1 (satu) orang ketua merangkap anggota yang merupakan Komisaris Independen;
- 2) Anggota lain yang mungkin berasal dari :
  - a) anggota Dewan Komisaris;
  - b) pihak dari luar Perseroan; atau
  - c) pihak yang menduduki jabatan manajerial 1 (satu) tingkat di bawah Direksi

- 1) 1 (one) chairman who is also a member, who is an Independent Commissioner;
- 2) Other members who may come from :
  - a) members of the Board of Commissioners;
  - b) parties from outside the Company; or
  - c) parties holding managerial positions 1 (one) level under

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| <p>yang membawahi sumber daya manusia.</p> <p>4.3 Komite diketuai oleh Komisaris Independen;</p> <p>4.4 Direksi Perseroan dilarang menjadi anggota Komite;</p> <p>4.5 Manajer yang melapor kepada Direktur yang membawahi sumber daya manusia tidak diizinkan menjadi bagian dari komite;</p> <p>4.6 Kualifikasi anggota Komite adalah sebagai berikut :</p> <ol style="list-style-type: none"> <li>1) Memiliki integritas tertinggi, kapabilitas, pengetahuan, pengalaman, dengan keterampilan komunikasi yang kuat dan latar belakang pendidikan yang sesuai;</li> <li>2) Tidak ada kepentingan pribadi atau benturan kepentingan yang dapat berdampak negatif bagi Perseroan;</li> <li>3) Kemampuan untuk bekerja dan berkomunikasi secara efektif dalam tim;</li> <li>4) Kesiapan untuk terus meningkatkan kompetensi melalui pendidikan dan pelatihan;</li> <li>5) Anggota Komite yang berasal dari Pihak Independen di luar Perusahaan harus memenuhi kualifikasi sebagai berikut:             <ol style="list-style-type: none"> <li>a) Tidak terafiliasi dengan Perseroan, Direksi, Dewan Komisaris atau pemegang saham mayoritas;</li> </ol> </li> </ol> | <p>the Board of Directors in charge of human resources.</p> <p>4.3 The Committee shall be chaired by an Independent Commissioner;</p> <p>4.4 Company Directors are prohibited to become Committee members;</p> <p>4.5 Managers reporting to the Human Resource Director are not allowed to be part of the committee;</p> <p>4.6 Qualifications for the Committee members are as follows :</p> <ol style="list-style-type: none"> <li>4.6.1 Possess the highest integrity, capability, knowledge, experience, with strong communication skills and an appropriate educational background;</li> <li>4.6.2 No self interest or conflict of interest which may negatively impact the Company;</li> <li>4.6.3 Ability to work and communicate effectively in a team;</li> <li>4.6.4 Willingness to continuously improve competency through education and training;</li> <li>4.6.5 Committee members who are from Independent parties outside the Company must be qualified as follows:             <ol style="list-style-type: none"> <li>4.6.5.1.1.1 Not affiliated with the Company, the Board of Directors, the Board of Commissioners or the majority shareholder;</li> <li>4.6.5.1.1.2 Experienced in Nomination and Remuneration;</li> </ol> </li> </ol> |
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| <ul style="list-style-type: none"> <li>b) Berpengalaman dalam Nominasi dan Remunerasi;</li> <li>c) Tidak ada jabatan rangkap lain di semua komite lain di dalam Perusahaan.</li> </ul> | <p>4.6.5.1.1.3 No other concurrent position in all other committees within the Company.</p> |
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2. IMPLEMENTASI DAN PROSEDUR KERJA

2.1. Dalam menjalankan fungsi nominasi, Komite wajib melakukan prosedur sebagai berikut:

- 2.1.1 Menyusun komposisi dan proses nominasi anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah;
- 2.1.2 Merumuskan kebijakan dan kriteria yang diperlukan dalam proses nominasi calon anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah;
- 2.1.3 Membantu evaluasi kinerja anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah;
- 2.1.4 Merumuskan program peningkatan kapasitas bagi anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah; dan
- 2.1.5 Menelaah dan mengusulkan calon yang memenuhi persyaratan sebagai anggota Direksi, Dewan Komisaris

2. IMPLEMENTATION AND WORK PROCEDURES

2.1 In carrying out the nomination functions, the Committee is required to carry out the following procedures:

- 2.1.1 Compile the composition and nomination process for members of the Board of Directors, the Board of Commissioners and the Sharia Supervisory Board;
- 2.1.2 Formulate the policies and criteria required in the nomination process for members of the Board of Directors, the Board of Commissioners and the Sharia Supervisory Board Candidates;
- 2.1.3 Assist in the evaluation of the performance of members of the Board of Directors, the Board of Commissioners and Sharia Supervisory Board;
- 2.1.4 Formulate capacity building programs for members of the Board of Directors, the Board of Commissioners and Sharia Supervisory Board; and
- 2.1.5 Review and propose candidates who meet the requirements as

dan Dewan Pengawas Syariah.

members of the Board of Directors, the Board of Commissioners and Sharia Supervisory Board.

2.2. Dalam menjalankan fungsi remunerasi, Komite wajib menjalankan prosedur sebagai berikut:

2.2 In carrying out its remuneration function, the Committee is required to carry out the following procedures:

2.2.1 Menyusun struktur remunerasi bagi anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah;

2.2.1 Compile a remuneration structure for members of the Board of Directors, Board of Commissioners and Sharia Supervisory Board;

2.2.2 Merumuskan kebijakan remunerasi bagi anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah; dan

2.2.2 Formulate a policy on remuneration for members of the Board of Directors, Board of Commissioners and Sharia Supervisory Board; and

2.2.3 Menghimpun besaran remunerasi bagi anggota Direksi, Dewan Komisaris dan Dewan Pengawas Syariah

2.2.3 Compile the amount of remuneration for members of the Board of Directors, Board of Commissioners and Sharia Supervisory Board

### 3. RAPAT KOMITE

### 3. MEETINGS OF THE COMMITTEE

3.1 Komite wajib mengadakan rapat minimal 1 (satu) kali setiap 4 (empat) bulan;

3.1 The Committee must hold at least 1 (one) meeting every 4 (four) months;

3.2 Rapat komite hanya dapat dilakukan jika :

3.2. Committee meetings can only be held if :

3.2.1 Dihadiri oleh mayoritas anggota Komite;

3.2.1 It is attended by the majority of the Committee members;

3.2.2 Salah satu anggota Komite mayoritas yang hadir adalah ketua.

3.2.2 One of majority Committee member in attendance is the chairman.

3.3 Semua Keputusan yang disepakati oleh Komite harus didasarkan pada

3.3 All Resolutions agreed by the Committee shall be based on deliberation and consensus. If

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| <p>musyawarah dan mufakat. Apabila Keputusan tidak berdasarkan musyawarah mufakat, maka keputusan diambil berdasarkan suara terbanyak dengan hak 1 (satu) orang anggota 1 (satu) suara;</p> <p>3.4 Rapat akan dipimpin oleh Ketua;</p> <p>3.5 Risalah Rapat harus didokumentasikan dan ditandatangani oleh masing-masing Anggota Komite;</p> <p>3.6 Dissenting Opinions dalam Rapat wajib didokumentasikan secara jelas dalam risalah rapat termasuk alasannya;</p> <p>3.7 Risalah rapat sebagaimana dimaksud pada angka 3.5 di atas disampaikan oleh Komite kepada Dewan Komisaris.</p> | <p>Resolutions are not be based on deliberation and consensus, the decision shall be based on votes by by the majority with 1 (one) member 1 (one) vote entitlement;</p> <p>3.4 The Meeting shall be chaired by the Chairman;</p> <p>3.5 Minutes of the Meeting shall be duly documented and signed by each Committee Member;</p> <p>3.6 Dissenting Opinions in the Meeting shall be clearly documented in the minutes of meeting including the reasons;</p> <p>3.7 Minutes of the meeting as referred to in point 3.5 above shall be submitted by Committee to the Board of Commissioners.</p> |
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#### 4. NILAI DAN ETIKA KERJA

- 4.1 Komite harus bertindak independen dalam menjalankan tugas dan tanggung jawabnya;
- 4.2 Setiap anggota Komite wajib mengikuti Kode Etik dan peraturan perusahaan yang berlaku di Perseroan;
- 4.3 Komite dilarang mengambil keuntungan baik langsung maupun tidak langsung dari kegiatan Perseroan yang dapat merugikan Perseroan.

#### 4. VALUE AND WORK ETICS

- 4.1 The Committee must act independently in carrying out its duties and responsibilities;
- 4.2 Every member of the Committee must follow the Code of Conduct, Code of Ethics and company regulations as applied in the Company;
- 4.3 The Committee is prohibited to profit either directly or indirectly from the activities of the Company that may cause losses to the Company.

5. PELAPORAN

5.1 Komite wajib menyampaikan laporan tentang tugas, tanggung jawab dan prosedur Nominasi dan Remunerasi kepada Dewan Komisaris. Laporan tersebut harus dipublikasikan dalam Laporan Tahunan dan Situs Web Perseroan. Informasi tentang fungsi dan pelaksanaan Nominasi dan Remunerasi harus dilaporkan sebagai berikut :

- 1) Laporan Tahunan
  - a) Pernyataan bahwa Perusahaan memiliki Piagam;
  - b) Uraian singkat tentang tugas dan tanggung jawab Komite dalam tahun buku.
- 2) Situs web Perusahaan
  - a) Piagam Komite;
  - b) Uraian singkat tentang tugas dan tanggung jawab Komite dalam tahun buku.

5.2. Laporan Komite tersebut merupakan bagian dari tugas Dewan Komisaris dan wajib disampaikan dalam Rapat Umum Pemegang Saham.

5. REPORTING

5.1 The Committee must submit a report about their duties, responsibilities and procedures of Nomination and Remunerations to the Board of Commissioners. The Report must be published in the Annual Report and the Company Website. Information about the function and implementation of Nomination and Remuneration must be reported as follows :

- 1) Annual Report
  - a) Statement that the Company possess the Charter;
  - b) A short description of the duties and responsibilities of the Committee in the financial year.
- 2) The Company's website
  - a) The Charter of the Committee;
  - b) A short description of the duties and responsibilities of the Committee in the financial year.

5.2. The report from the Committee forms part of the duties of the Board of Commissioners and must be conveyed during the General Meeting of Shareholders.



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| <p>8. MASA JABATAN KOMITE</p> <p>8.1 Anggota Komite diangkat dan diberhentikan berdasarkan keputusan rapat Dewan Komisaris;</p> <p>8.2 Anggota Komite diangkat untuk masa jabatan tertentu dan dapat diangkat kembali;</p> <p>8.3 Masa jabatan anggota Komite selama-lamanya sama dengan masa jabatan Dewan Komisaris sebagaimana diatur dalam Anggaran Dasar Perseroan;</p>   | <p>8. SERVICE PERIOD OF THE COMMITTEE</p> <p>8.1 Members of the Committee are appointed and dismissed based on the decision of the meeting of the Board of Commissioners;</p> <p>8.2 Members of the Committee are appointed for a certain term of office and can be reappointed;</p> <p>8.3 The term of office of the members of the Committee not later than the term of office of the Board of Commissioners as stipulated in the Company's Articles of Association;</p>  |
| <p>9. ROSES PENGGANTIAN KOMITE</p> <p>9.1 Apabila seorang anggota Dewan Komisaris yang diangkat menjadi anggota Komite mengundurkan diri sebagai anggota Dewan Komisaris sebelum masa jabatannya berakhir, jabatan tersebut dapat digantikan oleh anggota Dewan Komisaris lainnya dalam waktu 30 (tiga puluh) hari setelah tanggal tersebut, dari pengunduran dirinya;</p> <p>9.2 Dalam hal anggota Dewan Komisaris yang juga menjadi Ketua Komite mengundurkan diri dari jabatannya sebagai Komisaris, maka jabatannya sebagai Ketua Komite harus diganti oleh Komisaris Independen dalam waktu 90 (sembilan puluh) hari;</p> | <p>9. PROCESS OF REPLACEMENT FOR THE COMMITTEE</p> <p>9.1 If a member of the board of Commissioners who is appointed to be a committee member resigns as a commissioner before his/her term is over, the position may be replaced by another member of the Board of Commissioners within 30 (thirty) days after the date of his/her resignation;</p> <p>9.2 If a member of the Board of Commissioners who is also the Chairman of the Committee resigns from his/her post as a Commissioner, his/her position as Chairman of the Committee must be replaced by an Independent Commissioners within 90 (ninety) days;</p> <p>9.3 If an Independent party who is a member of the Committee resigns, a</p> |

9.3 Dalam hal Pihak Independen yang menjadi anggota Komite mengundurkan diri, penggantinya harus sudah ditemukan dalam waktu 30 (tiga puluh) hari sejak pengunduran dirinya.

replacement must be found within 30 (thirty) days from his/her resignation.

10. PENUTUP

Peraturan Komite Nominasi dan Remunerasi ini akan direview secara berkala sesuai dengan perkembangan Perseroan dan perubahan peraturan perundang-undangan yang berlaku. Hal-hal yang tidak atau belum diatur dalam Peraturan ini akan diatur oleh Keputusan Dewan Komisaris. Peraturan ini berlaku efektif sejak tanggal ditetapkan.

10. CLOSING

This Nomination and Remuneration Committee Regulation will be reviewed periodically in accordance with the Company's development and changes to the applicable laws and regulations. Any items which are not regulated in this Regulation will be regulated by the Resolution of the Board of Commissioners. This Regulation is effective from the date of stipulation.

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| BOD Acknowledgment : |  |     |  |
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