

NOMINATION AND REMUNERATION PROCEDURE

- Procedures for the Nomination and Remuneration of the Board of Commissioners and Board of Directors are stipulated in the Articles of Association and regulated in more detail in the Company Working Guidelines on Acceptance and Appointment of Commissioners and Board of Directors.
- Nomination for President Commissioner and Commissioner Members are carried out by shareholders. While Nominations for President Director and directors are conducted by the Board of Commissioners.
- Member of the Board of Commissioners and Board of Directors who have passed the Company's internal filtering, appointed by the General Meeting of Shareholders (AGM) if it has passed the fit and proper by the FSA.
- The Board of Directors may be reappointed when his term has expired if it has a good performance.
- Commissioner may be reappointed when his term has expired if it has a good performance.
- Remuneration of Commissioners and Board of Directors in the form of honorarium or salary and other benefits specified in the employment contract based on the decision of the Board of Commissioners Meetings that get delegation of authority and approval of the GMS (General Meeting of Shareholders)