

TUGAS DAN TANGGUNG JAWAB KOMITE NOMINASI DAN REMUNERASI
ROLE AND DUTIES OF THE NOMINATION AND REMUNERATION COMMITTEE

Tugas dan tanggung jawab Komite Nominasi dan Remunerasi sesuai dengan Piagam Komite adalah:

The duties and responsibilities of the Nomination and Remuneration Committee according to the Committee's Charter are as follows:

Dalam Hal Nominasi:

1. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
 - a. Komposisi jabatan anggota Direksi dan/atau anggota Dewan Komisaris;
 - b. Kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi; dan
 - c. Kebijakan evaluasi kinerja bagi anggota Direksi dan/atau anggota Dewan Komisaris;
2. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan pencapaian tolok ukur yang telah disusun sebagai bahan evaluasi;
 - a. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris; dan
 - b. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.

In terms of Nomination:

1. Provide recommendations to the Board of Commissioners on:
 - a. Composition of the Board of Directors and/or the Board of Commissioners;
 - b. Nomination policies and criteria; and
 - c. Performance evaluation policy for the Board of Directors and/or the Board of Commissioners;
2. Assist the Board of Commissioners in assessing the performance of the Board of Directors and/or the Board of Commissioners based on their achievements with respect to benchmarks set for their evaluation;
 - a. Provide recommendation to the Board of Commissioners on competency development programs for the Board of Directors and/or the Board of Commissioners; and
 - b. Propose well qualified prospective individuals to constitute the Board of Directors and/or the Board of Commissioners for submission during General Meeting of Shareholders.

Dalam Hal Remunerasi:

1. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
 - a. Struktur Remunerasi;
 - Gaji;
 - Honorarium;
 - Insentif; dan/atau
 - Tunjangan yang bersifat tetap dan/atau variabel.
 - b. Kebijakan atas Remunerasi; dan
 - c. Besaran atas Remunerasi;
2. Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian Remunerasi yang diterima masing-masing anggota Direksi dan/atau anggota Dewan Komisaris.

In terms of Remuneration:

1. Provide recommendations to the Board of Commissioners on:
 - a. Remuneration Structure:
 - Salary;
 - Honorarium
 - Incentive; and/or
 - Fixed and/or variable allowances;
 - b. Remuneration Policy; and
 - c. Remuneration Amount;
2. Assist the Board of Commissioners in the evaluation of the Remuneration received by each member of the Board of Directors and/or the Board of Commissioners in relation to their performance.