

Pedoman Kerja Komite Perseroan dan Pengangkatan serta Pemberhentiannya/

Work Guidance of Company Committee and Appointment and Dismissal

Dewan Komisaris dibantu oleh komite-komite yang dibentuk untuk membantu pelaksanaan tugas dan fungsi pengawasannya. Pengangkatan dan pemberhentian Komite Perseroan dilakukan oleh Dewan Komisaris. Komite-komite yang dibentuk oleh Dewan Komisaris Perseroan antara lain Komite Audit dan Komite Remunerasi dan Nominasi.

Komite Audit

Komite Audit dipilih dan dibentuk dan bertanggung jawab kepada Dewan Komisaris. Tugas dan fungsi komite audit adalah membantu Dewan Komisaris dalam mengambil tindakan atas dasar informasi yang diberikan oleh Direksi, Audit Internal, Auditor Eksternal, dan Komite lain. Komite Audit bersifat independen dalam melaksanakan tugas dan tanggung jawabnya, dengan diketuai oleh Komisaris Independen.

Selama menjabat, Komite Audit berpedoman pada tugas dan tanggung jawab sebagai berikut:

1. Tanggung jawab menelaah informasi keuangan, proyeksi, dan laporan lainnya yang akan dikeluarkan oleh Perseroan;

The Board of Commissioners are assisted by Committees in delivering its functions and duties. Appointment and dismissal of Committees conducted by the Board of Commissioners. Committees formed by the Directors and the Board of Commissioners are the Audit Committee and the Remuneration and Nomination Committee

The Audit Committee

The Audit Committee is formed by and is responsible to the Board of Commissioners. Duties and functions of the Audit Committee are to support the Board of Commissioners to take any actions based on information of the Directors, Internal Audit, External Audit, and other Committees. The Audit Committee acts independently in the implementing of its duties and responsibilities, chaired by an Independent Commissioner.

During its tenure, the Audit Committee refers to the following duties and responsibilities:

1. Responsible for reviewing financial information, projections and other reports of the Company;

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| 2. Memastikan ketaatan Perseroan terhadap peraturan perundang-undangan yang berlaku; | 2. To ensure compliance of the Company with the prevailing rules; |
| 3. Memberikan pendapat, saran, dan rekomendasi kepada Dewan Komisaris mengenai Perseroan secara independen; | 3. Provide any opinions, advice, and recommendations to the Board of Commissioners related to activities of the Company independently; |
| 4. Memeriksa dan mengawasi kegiatan audit eksternal, audit internal, dan kontrol kegiatan lainnya; | 4. Inspect and supervise the external audit, internal audit activities; |
| 5. Menjaga kerahasiaan dokumen, data dan informasi Perseroan. | 5. Maintain corporate document confidentiality, data and information. |

Komite Remunerasi dan Nominasi

Komite Remunerasi dan Nominasi Perseroan dibentuk untuk melaksanakan fungsi penelaahan dan perumusan rekomendasi bagi Dewan Komisaris dan Direksi, serta melakukan perencanaan pencalonan dan nominasi calon yang akan diusulkan sebagai Dewan Komisaris, Direksi, dan/atau anggota komite lainnya. Komite Remunerasi dan Nominasi memberikan masukan kepada Dewan Komisaris terhadap pengambilan keputusan tentang pencalonan yang menjadi tanggung jawab Dewan Komisaris secara penuh.

Selama menjabat, Komite Remunerasi dan Nominasi berpedoman pada tugas dan tanggung jawab sebagai berikut:

Remuneration and Nomination Committee

The Remuneration and Nomination Committee is formed to perform the function of reviewing and formulating any recommendations to the Board of Commissioners and Directors, and conduct the planning of candidacy and nomination of future members of the Board of Commissioners, the Directors, and/or other Company Committees. The Remuneration and Nomination Committee provides advice towards the decision related to candidacy that is the full responsibility of the Board of Commissioners

During its tenure, the Remuneration and Nomination Committee refers to the following duties and responsibilities:

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| 1. Memberikan rekomendasi mengenai calon Direktur kepada Dewan Komisaris, untuk dipilih dan ditetapkan oleh pemegang saham. | 1. Provide recommendations on the future Directors to the Board of Commissioners, to be chosen and appointed by shareholders. |
| 2. Memberikan rekomendasi terhadap calon yang akan menjadi anggota komite-komite. | 2. Provide recommendations on the future members of the Committees. |
| 3. Menilai efektivitas jalannya kepengurusan oleh Direksi dan komite-komite yang telah ditunjuk secara keseluruhan, serta menilai kontribusi masing-masing Direktur dan anggota komite. | 3. Evaluate the effectiveness of the entire business management by the Directors and Committee which has been appointed as a whole, as well as to assess the contributions from each member of the Board of Directors and the Committees. |
| 4. Membantu Dewan Komisaris dan Direksi dalam bentuk telaahan atas besaran remunerasi. | 4. Assist the Board of Commissioners and the Directors by presenting review results on the amount of remuneration. |
| 5. Memberikan masukan atas usulan Direksi terkait struktur organisasi Perseroan dan Sumber Daya Manusia. | 5. Provide advice on any propositions from the Directors related to organizational structure of the Company and human resources. |

Demikian Pedoman Kerja Komite Perseroan berlaku secara penuh dan mengikat, dan dapat dirubah sepanjang tertulis dan disetujui oleh setiap anggota Direksi dan Dewan Komisaris.

Thus this Work Guidance for Company Committee applies in full and is binding, and may be amended as appropriate by written and approved by each member of the Directors and the Board of Commissioners.

HALAMAN TANDA TANGAN / SIGNATURES PAGE

Direktur/ Directors



Kenneth Raymond Allan



Nenie Afwani



Vera Likin

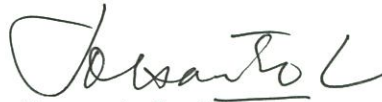
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Dewan Komisaris/ The Board Commissioners



Silvanus Yulian Wenas

Komisaris Utama



Soesanto Loekman

Komisaris Independen