

## Nomination and Remuneration Committee

- f. Not contrary to other provisions and legislation.
5. Former members of the Board of Directors or Executive Officers of the Company or parties with relationships with the Company that may affect their ability to act independently may not become Independent Party as a member of the Committee, before undergoing a six-month period of cooling off. The terms of the waiting period (cooling off) to become an Independent Party shall not apply to former members of the Board of Directors or Executive Officers whose duties only perform supervisory functions for at least 6 (six) months.
  6. Appointment of members of the Committee from the Independent Party, shall follow the following rules:
    - a. Selected by the Board of Commissioners through recruitment and selection mechanisms;
    - b. The maximum terms of office is 2 (two) years and may be renewed for subsequent periods of work with due consideration to the term of the Board of Commissioners and the applicable contract employees' regulations in the Company, with the possibility of termination by the Board of Commissioners prior to the term of the contract expires.
  7. Members of the Board of Directors are prohibited from becoming members of the Committee.
  8. Members of the Committee shall be appointed by the Board of Directors based on the decision of the Board of Commissioners meeting.

The Membership Composition up to 1 January 2018 to 22 March 2018 is as follows:

Name	Position	Profession
Andrinof A. Chaniago	Chairman	Independent Commissioner
Gatot Trihargo	Member	Vice President Commissioner
A. Fuad Rahmany	Member	Independent Commissioner
A. Sonny Keraf	Member	Independent Commissioner
Mahmud	Member	Independent Commissioner
Vincentius Sonny Loho	Member	Commissioner
Jeffry J. Wurangian	Member	Commissioner
Nicolaus Teguh Budi Harjanto	Member	Commissioner
Rofikoh Rokhim*	Member	Independent Commissioner
A. Solichin Lutfiyanto	Member	Ex-officio – Head of Policy Division and Human Resources Department

\*) Effective 1 February 2018

The membership ranks of March 22, 2018 to December 31, 2018 are as follows:

No	Name	Position	Profession
1	Andrinof A. Chaniago	Chairman	President Commissioner/ Independent
2	Gatot Trihargo	Member	Vice President Commissioner
3	A. Fuad Rahmany	Member	Independent Commissioner
4	A. Sonny Keraf	Member	Independent Commissioner
5	Mahmud	Member	Independent Commissioner
6	Rofikoh Rokhim	Member	Independent Commissioner
7	Jeffry J. Wurangian *	Member	Commissioner
8	Nicolaus Teguh Budi Harjanto	Member	Commissioner
9	Hadiyanto**	Member	Commissioner
10	Busrul Iman**	Member	Ex-officio – Head of Policy Division and Human Resources Department

\* Effective until 20 September 2018

\*\* Effective from 1 October 2018

\*\*\* Effective from 1 July 2018