

NOMINATION & REMUNERATION COMMITTEE CHARTER

The Duties and Responsibilities of Nomination and Remuneration Committee

The duties and responsibilities of Nomination and Remuneration Committee are as follows:

A. Nomination Function

- i. Provides recommendation to the Board of Commissioners related to:
 - a. Board of Directors and/or Board of Commissioners members composition and nomination process.
 - b. Policy and criteria required during the nomination process.
 - c. Performance evaluation policy for the Board of Directors and/or Board of Commissioners members.
- ii. Assisting the Board of Commissioners in evaluating Board of Directors and/or Board of Commissioners performance.
- iii. Providing recommendation to the Board of Commissioners regarding competency development program for the Board of Directors and/or Board of Commissioners members.
- iv. Reviewing and providing recommendation on eligible candidates to be submitted to GMS.

B. Remuneration Function

- i. Providing recommendation to the Board of Commissioners regarding:
 - a. Remuneration Structure for the Board of Directors and Board of Commissioners.
 - b. Remuneration policy for the Board of Directors and Board of Commissioners.
 - c. Amount of Remuneration for Board of Directors and Board of Commissioners.
- ii. Supporting the Board of Commissioners in performance assessment activity.

Authority, Rights and Obligations of Nomination and Remuneration Committee

- A. Based on a letter of assignment from the Board of Commissioners, the Nomination and Remuneration Committee may access the Company's records or information on financial, assets and other resources related to the performance of its duties. The Committee must submit a written report regarding the result of the assignment to the Board of Commissioners.
- B. To carry out its duties, the Nomination and Remuneration Committee may cooperate with the Human Resources division and other related divisions.
- C. The Nomination and Remuneration Committee members must perform their duties well and maintain the confidentiality of all documents, data and information of the Company, both internally and externally, and to be used only for the benefit of the Committee's tasks implementation.
- D. The Nomination and Remuneration Committee in carrying out its duties and responsibilities in regards to remuneration policy must observe namely:
 - i. Financial performance and reserves as set forth in the legislation,
 - ii. Individual performance,
 - iii. Fairness with peer groups, and
 - iv. Consideration of long-term goals and strategies.
- E. Before the current financial year, the Nomination and Remuneration Committee must prepare and submit a work plan and annual budget to the Board of Commissioners to be established, and submit a copy to the Board of Commissioners of the Board. The implementation of the work plan and annual budget of the Nomination and Remuneration Committee is reported to the Board of Commissioners.
- F. The Nomination and Remuneration Committee must prepare and submit the tasks and responsibilities implementation report to the Board of Commissioners.

BRIEF PROFILE OF NOMINATION & REMUNERATION COMMITTEE

CHAIRMAN : TJAHYADI LUKIMAN

Has served as Chairman of the Nomination and Remuneration Committee since 2017 based on Decree of DEKOM No 02 / VE / DEKOM / I / 2017. Currently, he also serves as an Independent Commissioner.

(A brief profile can be seen on the profile page of the Board of Commissioners).

MEMBER :

LINDA LIUS

Has served as a Member of the Nomination and Remuneration Committee since 2017 based on Decree of DEKOM No 02 / VE / DEKOM / I / 2017. Currently, she also serves as a Commissioner.

(A brief profile can be seen on the profile page of the Board of Commissioners)

Dian Palupi

Term of office : 2001 – present

Nationality : Indonesia

Educational Background: Bachelor degree, S1 Management Informatika, Universitas Gunadarma, Jakarta

Career :

- 2023-Present : HR Operations Manager, PT. Voksel Electric Tbk
- 2020-2023 : Operations Division Head, PT. Cendikia Global Solusi (Voksel Group)
- 2017-2020 : HR Operations Manager, PT. Voksel Electric Tbk.
- 2016-2017 : Management Development Manager, PT. Voksel Electric Tbk.,
- 2011-2016 : HR & GA Manager, PT. GTA Indonesia, Jakarta
- 2010-2011 : Accounting & GA Supervisor, PT. Mitrayasa Sarana Informasi, Jakarta
- 2005-2010 : IT Development Supervisor, PT. Infotronik Solusindo Prima, Jakarta
- 2001-2005 : IT Programmer, PT Columbindo Perdana