

Nomination & Remuneration Committee Charter

The Charter of the Nomination and Remuneration Committee of Bakrieland was enacted on June 5, 2015, which has been adjusted with POJK no. 34 / POJK.04 / 2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies.

Nomination and Remuneration Committee Charter contains the following provisions:

a. Background

This Committee acts independently to assist the Board of Commissioners in determining the system, criteria, and basis for nomination and remuneration of members of the Board of Commissioners and Board of Directors.

b. Vision and Mission

Vision

To be the Board of Commissioners' partner in providing suggestions on the nomination and remuneration of members of the Board of Commissioners and the Board of Directors.

Mission

- Assists the Board of Commissioners in establishing the criteria and procedures to appoint members of the Board of Commissioners and members of the board of Directors.
- Make recommendations to the Board of Commissioners on the basis for remuneration package of members of the Board of Commissioners and the Board of Directors.

c. Appointment and Dismissal

The members of Nomination and Remuneration Committee will be appointed and dismissed by the Board of Commissioners.

d. Position in the Organization

The Nomination and Remuneration Committee is established by the Board of Commissioners to assist the execution of the Board of Commissioners's role related to the nomination and remuneration of members of the Board of Commissioners and the Board of Directors.

In performing the role, the Nomination and Remuneration Committee reports directly to the Board of Commissioners

e. Membership Structure of the Nominations and Remuneration Committee

The structure of Nomination and Remuneration Committee is adjusted to the Company's needs consisting of the following:

- One chairman, who is an Independent Commissioner; and
- Two members of Board of Commissioners or 1 (one) member of Board of Commissioners and Chief Human Capital.

f. Term of Office

The term of office of members of Nomination and Remuneration Committee is in accordance to the applicable laws and regulations.

g. Duties and Authorities of Nomination and Remuneration Committee are as follows:

There are 7 items that govern related matters.

h. Nomination and Remuneration Committee Meeting Schedule

- The meeting will be held periodically at least once within four months;
- In addition to that, the meeting may be held any time if deemed necessary

i. Meeting Procedures

There are 9 items that govern related matters.

j. Minutes of Meeting

Meeting results shall be stated in the minutes prepared in writing and signed by all participating Committee members, to be presented subsequently to the Board of Commissioners.

k. Reporting

In performing the role, the Committee is obliged to report to the Board of Commissioners in the form of Nomination and Remuneration Committee's reports which form a part of reports on the performance of role of Board of Commissioners and is presented in the RUPS.