

PT Mizuho Leasing Indonesia Tbk

POLICY KEBIJAKAN

NOMINATION & REMUNERATION COMMITTEE CHARTER

PIAGAM KOMITE NOMINASI & REMUNERASI

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I. KEBIJAKAN TERKAIT - POJK nomor 48 Tahun 2024 tentang Tata Kelola Perusahaan Yang Baik Bagi Lembaga Pembiayaan, Perusahaan Modal Ventura, Lembaga Keuangan Mikro, dan Lembaga Jasa Keuangan Lainnya. - POJK No. 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten Atau Perusahaan Publik. - POJK No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik. - POJK No. 8/POJK.04/2015 tentang Situs Web Emiten atau Perusahaan Publik. - Anggaran Dasar Perseroan.	I. RELATED POLICIES - POJK No. 48 of 2024 concerning Good Corporate Governance for Financing Institutions, Venture Capital Companies, Microfinance Institutions, and Other Financial Services Institutions. - POJK No. 34/POJK.04/2014 concerning the Nomination and Remuneration Committee for Issuers or Public Companies. - POJK No. 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies. - POJK No. 8/POJK.04/2015 concerning the Websites of Issuers or Public Companies. - The Company's Articles of Association.
II. PENGERTIAN Perusahaan adalah PT Mizuho Leasing Indonesia Tbk. Direksi adalah Direksi PT Mizuho Leasing Indonesia Tbk; Dewan Komisaris adalah Dewan Komisaris PT Mizuho Leasing Indonesia Tbk; Komite Nominasi dan Remunerasi adalah komite yang dibentuk oleh dan bertanggung jawab kepada Dewan Komisaris dalam membantu melaksanakan fungsi dan tugas Dewan Komisaris terkait Nominasi dan Remunerasi terhadap anggota Direksi dan Anggota Dewan Komisaris. Nominasi adalah pengusulan seseorang untuk diangkat dalam jabatan sebagai anggota Direksi atau anggota Dewan Komisaris. Remunerasi adalah imbalan yang ditetapkan dan diberikan kepada anggota Direksi dan anggota Dewan Komisaris karena kedudukan dan peran yang diberikan sesuai dengan tugas, tanggung jawab, dan wewenang anggota Direksi dan anggota Dewan Komisaris. Komisaris Independen adalah anggota Dewan Komisaris yang tidak terafiliasi dengan pemegang saham, anggota Direksi, anggota Dewan Komisaris lainnya, yaitu tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan pemegang saham, anggota Direksi, anggota Dewan Komisaris lainnya, atau hubungan lain yang dapat memengaruhi kemampuannya untuk bertindak independen.	II. DEFINITIONS Company refers to PT Mizuho Leasing Indonesia Tbk. Board of Directors is the Board of Directors of PT Mizuho Leasing Indonesia Tbk; Board of Commissioners is the Board of Commissioners of PT Mizuho Leasing Indonesia Tbk; The Nomination and Remuneration Committee is a committee established by and accountable to the Board of Commissioners to assist in carrying out the functions and duties of the Board of Commissioners related to the nomination and remuneration of members of the Board of Directors and members of the Board of Commissioners. Nomination is the proposal of a person to be appointed to a position as a member of the Board of Directors or a member of the Board of Commissioners. Remuneration is the compensation determined and provided to members of the Board of Directors and members of the Board of Commissioners based on their positions and roles, in accordance with their duties, responsibilities, and authorities. An Independent Commissioner is a member of the Board of Commissioners who is not affiliated with shareholders, members of the Board of Directors, other members of the Board of Commissioners, specifically, having no financial, management, share ownership, and/or family relationships with shareholders, members of the Board of Directors, other members of the Board of Commissioners, or any other relationships that may influence their ability to act independently.
III. KETENTUAN UMUM Dengan memperhatikan nilai total aset, untuk membantu pelaksanaan tugas dan tanggung jawab Dewan Komisaris, Perusahaan wajib membentuk Komite Nominasi & Remunerasi.	III. GENERAL PROVISIONS Considering the total asset value, to assist the Board of Commissioners in carrying out its duties and responsibilities, the Company is required to establish a Nomination & Remuneration Committee

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2. Tujuan pembentukan Komite Nominasi dan Remunerasi adalah untuk membantu melaksanakan fungsi dan tugas Dewan Komisaris terkait Nominasi dan Remunerasi terhadap anggota Direksi, anggota Dewan Komisaris, dan pihak independen komite yang membantu fungsi dan tugas Dewan Komisaris. 3. Komite Nominasi dan Remunerasi wajib menyusun pedoman yang bersifat mengikat bagi setiap anggota Komite Nominasi dan Remunerasi. 4. Perusahaan wajib memperhatikan rekomendasi komite Nominasi dan Remunerasi dalam setiap usulan pengangkatan dan/atau penggantian anggota Direksi dan Anggota Dewan Komisaris kepada RUPS. 5. Anggota komite nominasi dan remunerasi yang memiliki benturan kepentingan dengan usulan yang direkomendasikan sebagaimana dimaksud pada angka (4) wajib mengungkapkan dalam usulan yang direkomendasikan.	2. The objective of establishing the Nomination and Remuneration Committee is to assist in performing the functions and duties of the Board of Commissioners related to the Nomination and Remuneration of members of the Board of Directors, members of the Board of Commissioners, and independent committee members who support the functions and duties of the Board of Commissioners 3. The Nomination and Remuneration Committee is required to establish guidelines that are binding on each member of the Nomination and Remuneration Committee. 4. The Company must take into account the recommendations of the remuneration and nomination committee in every proposal for the appointment and/or replacement of members of the Board of Directors and Board of Commissioners to the GMS 5. Members of the remuneration and nomination committee who have a conflict of interest with the recommended proposal as referred to in number (4) must disclose this in the recommended proposal.
IV. TUGAS, TANGGUNG JAWAB DAN WEWENANG 1. Komite Nominasi dan Remunerasi wajib bertindak independen dalam melaksanakan tugasnya. 2. Dalam melaksanakan tugasnya komite ini bertanggung jawab kepada Dewan Komisaris. 3. Dalam mekanisme pelaksanaan tugasnya, Komite Nominasi dan Remunerasi memiliki rincian tugas dan tanggung jawab sebagai berikut: 3.1 Menyusun dan memberikan rekomendasi terkait kebijakan nominasi, paling sedikit: a. mengenai sistem serta prosedur pemilihan dan/atau penggantian anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS; b. memberikan rekomendasi kepada Dewan Komisaris terkait komposisi jabatan anggota Direksi dan/atau anggota Dewan Komisaris; c. mengidentifikasi dan memberikan rekomendasi mengenai calon anggota Direksi dan/atau calon anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS; d. memberikan rekomendasi kepada Dewan Komisaris mengenai Pihak Independen yang akan menjadi anggota komite audit dan anggota komite pemantau risiko; e. menyusun mekanisme dan melakukan penilaian kinerja anggota Direksi dan anggota Dewan Komisaris; dan f. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.	IV. DUTIES, RESPONSIBILITIES, AND AUTHORITY 1. The Nomination and Remuneration Committee must act independently in carrying out its duties. 2. In carrying out its duties, this committee is responsible to the Board of Commissioners. 3. In carrying out its duties, the Nomination and Remuneration Committee has the following detailed duties and responsibilities: 3.1 Develop and provide recommendations related to nomination policies, at a minimum: a. regarding the system and procedures for the selection and/or replacement of members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS; b. providing recommendations to the Board of Commissioners regarding the composition of the Board of Directors and/or Board of Commissioners; c. identifying and providing recommendations regarding candidates for members of the Board of Directors and/or candidates for members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS; d. providing recommendations to the Board of Commissioners regarding Independent Parties who will become members of the audit committee and members of the risk monitoring committee; e. developing mechanisms and conducting performance assessments of members of the Board of Directors and members of the Board of Commissioners; and f. providing recommendations to the Board of Commissioners regarding competency development programs for members of the Board of Directors and/or members of the Board of Commissioners.

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3.2 Terkait dengan fungsi Remunerasi, sebagai berikut:

- a. melakukan evaluasi dan rekomendasi terkait kebijakan remunerasi.
- b. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
 - i. Struktur Remunerasi;
 - ii. Kebijakan atas Remunerasi; dan
 - iii. Besaran atas Remunerasi.

Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian remunerasi yang diterima tiap – tiap anggota Direksi dan/atau anggota Dewan Komisaris

4. Dalam melaksanakan fungsi Nominasi, Komite Nominasi dan Remunerasi wajib melakukan prosedur sebagai berikut:

- a. Menyusun komposisi dan proses Nominasi anggota Direksi dan/atau anggota Dewan Komisaris;
- b. Menyusun kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi calon anggota Direksi dan/atau anggota Dewan Komisaris;
- c. Membantu pelaksanaan evaluasi atas kinerja anggota Direksi dan/atau anggota Dewan Komisaris;
- d. Menyusun program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris; dan
- e. Menelaah dan mengusulkan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.

5. Dalam melaksanakan fungsi Remunerasi, Komite Nominasi dan Remunerasi wajib melakukan prosedur sebagai berikut:

- a. Melakukan evaluasi dan memberikan rekomendasi terkait kebijakan remunerasi;
- b. Menyusun struktur Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris;
- c. Menyusun kebijakan atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris; dan
- d. Menyusun besaran remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris.

6. Struktur Remunerasi dapat berupa:

- a. Gaji;
- b. Honorarium;
- c. Insentif; dan/atau
- d. Tunjangan yang bersifat tetap dan/atau variabel.

7. Penyusunan struktur, kebijakan, dan besaran Remunerasi harus memperhatikan:

- a. Remunerasi yang berlaku pada industri sesuai dengan kegiatan usaha Emiten atau Perusahaan Publik sejenis

3.2 Regarding the functions of the Remuneration, as follows:

- a. Conducting evaluations and recommendations related to remuneration policies.
- b. Providing recommendations to the Board of Commissioners regarding:
 - i. Remuneration Structure;
 - ii. Remuneration Policy; and
 - iii. Remuneration Amount.

Assist the Board of Commissioners in assessing performance in accordance with the remuneration received by each member of the Board of Directors and/or the Board of Commissioners.

4. In carrying out the Nomination function, the Nomination and Remuneration Committee is required to carry out the following procedures:

- a. Formulate the composition and process of nomination of members of the Board of Directors and/or members of the Board of Commissioners;
- b. Formulate policies and criteria needed in the nomination process for prospective members of the Board of Directors and/or members of the Board of Commissioners;
- c. Assist in the evaluation of the performance of members of the Board of Directors and/or members of the Board of Commissioners;
- d. Formulate capacity development programs for members of the Board of Directors and/or members of the Board of Commissioners; and
- e. Review and propose candidates who meet the requirements as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

5. In carrying out the Remuneration function, the Nomination and Remuneration Committee is required to carry out the following procedures:

- a. Conduct evaluations and recommendations regarding remuneration policies;
- b. Formulate Remuneration structure for members Directors and/or members of the Board of Commissioners;
- c. Formulate policies on remuneration for members of the Board of Directors and/or members of the Board of Commissioners; and
- d. Formulate the amount of Remuneration for members of the Board of Directors and/or members of the Board of Commissioners.

6. Remuneration structures may include:

- a. Wages;
- b. Honorarium;
- c. Incentive; and/or
- d. Fixed and/or variable allowances.

7. The preparation of the structure, policy, and amount of Remuneration must take into account:

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dan skala usaha dari Emiten atau Perusahaan Publik dalam industrinya; b. Tugas, tanggung jawab, dan wewenang anggota Direksi dan/atau anggota Dewan Komisaris dikaitkan dengan pencapaian tujuan dan kinerja Emiten atau Perusahaan Publik; c. Target kinerja atau kinerja masing-masing anggota Direksi dan/atau anggota Dewan Komisaris; dan d. Keseimbangan tunjangan antara yang bersifat tetap dan bersifat variabel. 8. Struktur, kebijakan, dan besaran Remunerasi anggota Direksi dan anggota Dewan Komisaris harus dievaluasi oleh Komite Nominasi dan Remunerasi paling kurang 1 (satu) kali dalam 1 (satu) tahun. 9. Melakukan evaluasi dan rekomendasi terkait kebijakan remunerasi anggota Direksi, anggota Dewan Komisaris dan Pegawai Perusahaan sesuai dengan Peraturan Perundang-undangan. 10. Komite Nominasi dan Remunerasi harus melaporkan pelaksanaan tugas, tanggung jawab, dan prosedur Nominasi dan Remunerasi yang dijalankan sebagaimana Tugas, Tanggungjawab dan Wewenang yang diberikan kepada Dewan Komisaris paling lambat setiap akhir tahun. 11. Laporan sebagaimana angka 10 merupakan bagian dari laporan pelaksanaan tugas Dewan Komisaris dan disampaikan dalam Rapat Umum Pemegang Saham. 12. Guna menjalankan tugas dan tanggung jawabnya, Komite Nominasi dan Remunerasi akan mendapatkan wewenang sebagai berikut: a. Komite Nominasi dan Remunerasi memperoleh kewenangan terhadap akses dokumen, data, dan/atau informasi yang diperlukan dari Perseroan dengan tetap menjaga kerahasiaan dokumen, data, dan/atau informasi Perseroan tersebut. b. Melakukan komunikasi dengan unit kerja dan pihak-pihak lain di Perseroan untuk memperoleh informasi atau dokumen yang berkaitan dengan pelaksanaan tugas Komite Nominasi dan Remunerasi. c. Melakukan kewenangan lain yang diberikan oleh Dewan Komisaris Perseroan.	a. The remuneration applicable to the industry is in accordance with the business activities of the Issuer or similar Public Company and the business scale of the Issuer or Public Company in its industry; b. The duties, responsibilities, and authorities of members of the Board of Directors and/or members of the Board of Commissioners are related to the achievement of the objectives and performance of the Issuer or Public Company; c. Performance targets or performance of each member of the Board of Directors and/or member of the Board of Commissioners; and d. Balance between fixed and variable benefits. 8. The structure, policy, and amount of Remuneration for members of the Board of Directors and Board of Commissioners must be evaluated by the Nomination and Remuneration Committee at least once a year. 9. Conduct evaluations and make recommendations related to the remuneration policy for members of the Board of Directors, Board of Commissioners, and Company Employees in accordance with the laws and regulations. 10. The Nomination and Remuneration Committee shall report on the implementation of the duties, responsibilities, and procedures of Nomination and Remuneration carried out in accordance with the Duties, Responsibilities, and Authorities assigned to the Board of Commissioners no later than the end of each year. 11. The report referred to in point 10 is part of the Board of Commissioners' task implementation report and is presented at the General Meeting of Shareholders. 12. In order to carry out its duties and responsibilities, the Nomination and Remuneration Committee shall have the following authorities: a. The Nomination and Remuneration Committee shall have the authority to access documents, data, and/or information required from the Company while maintaining the confidentiality of such documents, data, and/or information of the Company. b. Communicate with work units and other parties within the Company to obtain information or documents related to the implementation of the Nomination and Remuneration Committee's duties. c. Exercise other authorities granted by the Company's Board of Commissioners.
V. STRUKTUR DAN KEANGGOTAAN KOMITE 1. Komite nominasi dan remunerasi, wajib beranggotakan paling sedikit: a. 1 (satu) orang Komisaris Independen yang berkedudukan sebagai ketua; b. 1 (satu) orang anggota Dewan Komisaris; dan c. 1 (satu) orang Pejabat Eksekutif yang membidangi pengelolaan sumber daya manusia.	V. STRUCTURE AND MEMBERSHIP OF THE COMMITTEE 1. The Nomination and Remuneration Committee must consist of at least: a. 1 (one) Independent Commissioner who serves as chairperson; b. 1 (one) member of the Board of Commissioners; and c. 1 (one) Executive Officer in charge of human resource management.

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2. Anggota Direksi dilarang menjadi anggota komite remunerasi dan nominasi. 3. Dalam hal anggota komite remunerasi dan nominasi ditetapkan lebih dari 3 (tiga) orang, Komisaris Independen paling sedikit berjumlah 2 (dua) orang. 4. Anggota Komite Nominasi dan Remunerasi, wajib : a. Memiliki integritas, akhlak, dan moral yang baik; b. Memiliki pengetahuan yang baik dalam bidang pengelolaan sumber daya manusia; dan c. Memiliki pengetahuan yang memadai tentang peraturan perundang-undangan dibidang ketenagakerjaan dan peraturan perundang-undangan terkait lainnya. 5. Setiap anggota Komite Nominasi & Remunerasi dilarang mengambil keuntungan pribadi baik secara langsung maupun tidak langsung dari kegiatan Perusahaan selain penghasilan yang sah. 6. Anggota Komite Nominasi dan Remunerasi diangkat dan diberhentikan berdasarkan keputusan rapat Dewan Komisaris. 7. Anggota Komite Nominasi dan Remunerasi diangkat untuk masa jabatan tertentu dan dapat diangkat kembali. 8. Masa jabatan anggota Komite Nominasi dan Remunerasi tidak lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam anggaran dasar. 9. Penggantian anggota Komite Nominasi dan Remunerasi yang bukan berasal dari Dewan Komisaris dilakukan paling lambat 60 (enam puluh) hari sejak anggota Komite Nominasi dan Remunerasi dimaksud tidak dapat lagi melaksanakan fungsinya.	2. Members of the Board of Directors are prohibited from becoming members of the Remuneration and Nomination Committee. 3. In the event that more than three (3) members are appointed to the Remuneration and Nomination Committee, there shall be at least two (2) Independent Commissioners. 4. Members of the Nomination and Remuneration Committee, must: a. Have good integrity, character and morals; b. Have good knowledge in the field of Human Resource management; and c. Have adequate knowledge of laws and regulations in the field of manpower and other relevant laws and regulations. 5. Each member of the Nomination & Remuneration Committee is prohibited from taking personal benefits, either directly or indirectly, from the Company's activities other than legitimate income. 6. Members of the Nomination and Remuneration Committee are appointed and dismissed based on the decision of the Board of Commissioners meeting. 7. Members of the Nomination and Remuneration Committee are appointed for a certain term of office and may be reappointed. 8. The term of office of the members of the Nomination and Remuneration Committee is no longer than the term of office of the Board of Commissioners as stipulated in the articles of association. 9. The replacement of members of the Nomination and Remuneration Committee who are not from the Board of Commissioners is carried out no later than 60 (sixty) days after the said member of the Nomination and Remuneration Committee can no longer carry out their functions.
VI. RAPAT KOMITE, KUORUM DAN PENGAMBILAN KEPUTUSAN 1. Rapat Komite Nominasi dan Remunerasi diselenggarakan secara berkala paling kurang 1 (satu) kali dalam 4 (empat) bulan. 2. Dihadiri oleh mayoritas anggota Komite Nominasi dan Remunerasi, termasuk 1 (satu) orang Komisaris Independen dan 1 (satu) orang pejabat di bawah Direksi yang membidangi sumber daya manusia. 3. Keputusan rapat komite terlebih dahulu dilakukan berdasarkan musyawarah untuk mufakat. 4. Dalam hal tidak terjadi musyawarah untuk mufakat sebagaimana dimaksud pada angka (3), pengambilan keputusan dilakukan berdasarkan suara terbanyak. 5. Jika dalam pengambilan keputusan yang dilakukan dengan cara pemungutan suara terjadi suara yang sama banyaknya, maka pengambilan keputusan akan diadakan dalam rapat selanjutnya yang diselenggarakan paling lambat 30 hari kemudian yang dihadiri oleh anggota komite Nominasi dan Remunerasi, Komisaris Independen dan Pejabat dibawah Direksi yang membidangi Sumber Daya Manusia (SDM).	VI. COMMITTEE MEETINGS, QUORUM, AND DECISION-MAKING 1. Nomination and Remuneration Committee meetings are held periodically at least 1 (one) time in 4 (four) months. 2. Attended by a majority of the members of the Nomination and Remuneration Committee, including 1 (one) Independent Commissioner and 1 (one) executive under the Board of Directors responsible for human resources. 3. Committee meeting decisions are first made based on deliberation to reach consensus. 4. In the event that consensus cannot be reached as referred to in number (3), decisions shall be made based on a majority vote. 5. If a decision made by voting results in a tie, the decision will be made at the next meeting held no later than 30 days later, attended by members of the Nomination and Remuneration Committee, Independent Commissioners, and Officers under the Board of Directors in charge of Human Resources (HR). 6. The Committee must ensure that any differences of opinion that arise during committee meetings are clearly stated in the minutes of the meeting, along with the reasons for these

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6. Komite wajib memastikan untuk mencantumkan perbedaan pendapat yang terjadi dalam rapat komite sebagaimana dimaksud secara jelas dalam risalah rapat beserta alasan perbedaan pendapat tersebut. 7. Hasil rapat Komite Nominasi dan Remunerasi wajib dituangkan dalam risalah rapat dan didokumentasikan dengan baik. 8. Risalah rapat Komite Nominasi dan Remunerasi wajib disampaikan secara tertulis kepada Dewan Komisaris. 9. Anggota komite yang hadir maupun yang tidak hadir dalam rapat komite berhak menerima salinan risalah rapat komite. 10. Jumlah rapat komite yang telah diselenggarakan dan jumlah kehadiran masing-masing anggota komite harus dimuat dalam laporan penerapan Tata Kelola yang Baik dan laporan lain yang sesuai dengan ketentuan peraturan perundang-undangan.	differences of opinion. 7. The results of the Nomination and Remuneration Committee meeting must be recorded in the meeting minutes and properly documented. 8. Minutes of the Nomination and Remuneration Committee meetings must be submitted in writing to the Board of Commissioners. 9. Committee members who are present or absent at committee meetings are entitled to receive a copy of the committee meeting minutes. 10. The number of committee meetings held and the attendance of each committee member must be included in the Good Governance implementation report and other reports in accordance with the provisions of laws and regulations
VII. MEKANISME EVALUASI KERJA Komite Nominasi & Remunerasi wajib membuat laporan secara mandiri dan menyampaikannya kepada Dewan Komisaris atas setiap penugasan yang diberikan.	VII. WORK EVALUATION MECHANISM The Nomination & Remuneration Committee shall prepare independent reports and submit them to the Board of Commissioners on each assignment given.
VIII. PELAPORAN 1. Perusahaan wajib mengungkapkan pelaksanaan fungsi terkait Nominasi dan Remunerasi dalam: - Laporan Tahunan; dan - Situs Web Perusahaan. 2. Informasi mengenai pelaksanaan fungsi terkait Nominasi dan Remunerasi yang diungkapkan dalam laporan tahunan serta situs web Perusahaan paling kurang memuat: - pernyataan bahwa Perusahaan telah memiliki pedoman; dan - Uraian singkat pelaksanaan tugas dan tanggung jawab Komite Nominasi dan Remunerasi dalam tahun buku. 3. Perusahaan wajib menyampaikan kepada Otoritas Jasa Keuangan informasi mengenai pengangkatan dan pemberhentian Komite Nominasi & Remunerasi paling lambat 2 (dua) hari kerja setelah pengangkatan atau pemberhentian. 4. Informasi mengenai pengangkatan dan pemberhentian anggota Komite Nominasi & Remunerasi wajib dimuat dalam Situs Web Bursa Efek dan/atau Situs Web Perusahaan.	VIII. REPORTING 1. The Company is required to disclose the implementation of functions related to Nomination and Remuneration in: - The Annual Report; and - The Company's Website. 2. Information regarding the implementation of functions related to Nominations and Remuneration disclosed in the annual report and on the Company's website shall at least include: - A statement that the Company has guidelines; and - A brief description of the duties and responsibilities of the Nomination and Remuneration Committee during the financial year. 3. The Company is required to submit information regarding the appointment and dismissal of the Nomination & Remuneration Committee to the Financial Services Authority no later than 2 (two) business days after the appointment or dismissal. 4. Information regarding the appointment and dismissal of members of the Nomination & Remuneration Committee must be published on the Stock Exchange Website and/or the Company Website.

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IX. PERIODE EVALUASI PEDOMAN DAN TATA TERTIB KERJA KOMITE 1. Komite Nominasi dan Remunerasi ini akan ditinjau minimal 1 (satu) kali dalam 3 (tiga) tahun, atau sewaktu-waktu apabila terdapat perubahan regulasi atau kebutuhan strategis Perusahaan. 2. Evaluasi dilakukan guna memastikan pedoman ini relevan dan selaras dengan ketentuan peraturan perundang-undangan yang berlaku.	IX. PERIOD FOR EVALUATING THE GUIDELINES AND WORKING PROCEDURES OF THE COMMITTEE 1. This Nomination and Remuneration Committee shall be reviewed at least once every three years, or at any time if there are changes in regulations or strategic needs of the Company. 2. The evaluation was conducted to ensure that these guidelines are relevant and in line with applicable laws and regulations
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