

REMUNERATION AND NOMINATION COMMITTEE

As of 31 December 2023, the composition of the Remuneration and Nomination Committee's membership appointed based on the Decree of the Board of Directors No. KEP.DIR/017/2023 dated 11 April 2023 regarding the Determination of Remuneration & Nomination Committee Membership, is as follows:

Remuneration and Nomination Committee Composition as of 31 December 2023

Name	Position in the Committee	Position in the Company	Period
M. Chatib Basri	Chairman and Member	President Commissioner/Independent	2019 - 2024
Andrinof A. Chaniago	Member	Vice President Commissioner/Independent	2020-2025
Muliadi Rahardja	Member	Independent Commissioner	2022 - 2027
Rionald Silaban	Member	Commissioner	2023 - 2028
Arif Budimanta	Member	Commissioner	2020 - 2025
Steven A. Yudiyanto	Non-Voting Member and Secretary	SEVP/Group Head Human Capital	01 January - 30 November 2023
Votivia Mardinna	Non-Voting Member and Secretary	SEVP/Group Head Human Capital	01-31 December 2023

Remuneration and Nomination Committee Profile

The profile of the Remuneration and Nomination Committee members as members of the Board of Commissioners can be viewed in Chapter 3 Profile of the Board of Commissioners in this Annual Report.

The following is the profile of member of the Remuneration and Nomination Committee as Non-Voting Member and Secretary:



Votivia Mardinna
Non-Voting Member and Secretary
Age: 37 Years old
Domicile: Jakarta
Citizenship: Indonesia

Basis of Appointment

Board of Directors Decree No. KEP.DIR/017/2023

Educational Background

Bachelor of Economics from University of Gadjah Mada (2008)

Professional Background

- Group Head Performance & Remuneration (2023 - present)
- Department Head Performance & Career Development (2019-2023)
- Department Head Organization Development (2018-2019)
- Pj. Department Head Organization Development (May 2017)