

**PIAGAM KOMITE NOMINASI DAN  
REMUNERASI  
PT CARDIG AERO SERVICES TBK  
("Perseroan")**

**I. Dasar Hukum**

Piagam Komite Nominasi dan Remunerasi ("**Piagam**") ini disusun merujuk pada Peraturan Otoritas Jasa Keuangan Nomor 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik.

**II. Definisi dan Tujuan**

- a) Komite Nominasi dan Remunerasi (selanjutnya disebut "**Komite**") 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 Perseroan.
- b) Komite wajib menyusun pedoman kerja yang mengikat bagi setiap anggota Komite, yang akan menjadi acuan dan pedoman kerja bagi Komite dalam menjalankan tugas dan wewenangnya sesuai yang ditetapkan oleh Dewan Komisaris.

**III. Struktur dan Persyaratan Keanggotaan**

- a. Komite memiliki fungsi nominasi dan remunerasi.

**NOMINATION AND REMUNERATION  
COMMITTEE CHARTER OF  
PT CARDIG AERO SERVICES TBK  
(the "Company")**

**I. Legal Basis**

The Charter of the Nomination and Remuneration Committee ("**Charter**") is prepared with reference to the Financial Services Authority Regulation Number 34/POJK.04/2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies.

**II. Definition and Purpose**

- a) The Nomination and Remuneration Committee (hereinafter referred to as "**Committee**") is a Committee established by and reporting to the Board of Commissioners in assisting the functions and duties of the Board of Commissioners related to the nomination and remuneration of the Company's members of the Board of Directors and members of the Board of Commissioners.
- b) The Committee is required to prepare a reference that is binding for each member of the Committee, which will serve as a reference and guideline for the Committee in carrying out its duties and responsibilities as determined by the Board of Commissioners.

**III. Structure and Membership Qualifications**

- a. The Committee hold nomination and remuneration functions.

- b. Komite Nominasi dan Remunerasi paling kurang terdiri dari 3 (tiga) orang anggota, dengan ketentuan:
- a) 1 (satu) orang ketua merangkap anggota, yang merupakan Komisaris Independen; dan
  - b) anggota lainnya yang dapat berasal dari:
    - 1. Anggota Dewan Komisaris;
    - 2. Pihak yang berasal dari luar Emiten atau Perusahaan Publik yang bersangkutan; atau
    - 3. Pihak yang menduduki jabatan manajerial di bawah Direksi yang membidangi sumber daya manusia.
  - c. Anggota Direksi Perseroan tidak dapat menjabat menjadi anggota Komite
  - d. Anggota Komite wajib memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman yang memadai sesuai dengan latar belakang pendidikannya, serta mampu bekerja sama dan berkomunikasi dengan baik.
- b. Nomination and Remuneration Committee shall consist of at least 3 (three) members, with the following provisions:
- a) 1 (one) chairperson concurrently serving as a member, who is an Independent Commissioner; and
  - b) Other members who may be:
    - 1. Members of the Board of Commissioners;
    - 2. Individuals from outside the Issuer or the relevant Public Company; or
    - 3. Individuals holding managerial positions under the Board of Directors responsible for human resources.
  - c. Members of the Company's Board of Directors cannot serve as members of the Committee
  - d. Committee members must possess high integrity, adequate skills, knowledge and experience in line with their educational background, as well as the ability to work collaboratively and communicate effectively.

#### IV. Kode Etik

1. Setiap anggota Komite wajib menjaga kerahasiaan dokumen, data dan informasi Perseroan yang diperoleh baik dari pihak internal maupun eksternal, dan hanya digunakan untuk kepentingan pelaksanaan tugasnya.

#### IV. Code of Conduct

1. Every member of the Committee is required to maintain the confidentiality of the Company's documents, data and information obtained from both internal and external parties, and such information may only be used for the purposes of performing their duties.

2. Setiap anggota Komite yang masa jabatannya telah berakhir, tetap wajib menjaga kerahasiaan dokumen, data dan informasi Perseroan, yang diperoleh pada saat menjabat sebagai anggota Komite.

#### V. Tugas, Tanggung Jawab, dan Wewenang

- a. Setiap anggota Komite wajib melaksanakan tugas dan tanggung jawabnya dengan itikad baik, dengan ketelitian dan penuh tanggung jawab, serta sesuai dengan hal-hal sebagai berikut:

- (i) Piagam ini;
- (ii) Anggaran Dasar dan kebijakan-kebijakan Perseroan;
- (iii) seluruh instruksi dan/atau keputusan dari Dewan Komisaris Perseroan; dan
- (iv) peraturan perundang-undangan yang berlaku, terutama di bidang pasar modal yang relevan.

- b. Komite memiliki tugas, tanggung jawab serta wewenang sebagai berikut:

- a) Fungsi nominasi:

1. Memberikan rekomendasi kepada Dewan Komisaris terkait komposisi jabatan, kebijakan dan kriteria dalam proses nominasi dan remunerasi, serta kebijakan evaluasi kinerja bagi anggota Dewan Komisaris dan/atau anggota Direksi;

2. Every member of the Committee whose term of office has been expired is still obligated to maintain the confidentiality of the Company's documents, data and information obtained while serving as a member of the Committee.

#### V. Duties, Responsibilities and Authorities

- a. Each member of the Committee is required to carry out their duties and responsibilities with good faith, diligence, and responsibility, in accordance with the following:

- (i) this Charter;
- (ii) the Articles of Association and the Company's policies;
- (iii) all directions and/or decisions from the Company's Board of Commissioners.
- (iv) the applicable laws and regulations, particularly those relevant to the capital market.

- b. The Committee hold the following duties, responsibilities, and authorities:

- a) Nomination function:

1. Providing recommendations to the Board of Commissioners regarding the composition of positions, policies and criteria in the nomination and remuneration process, as well as performance evaluation policies for members of the Board of Commissioners and/or

2. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan kualifikasi yang telah ditetapkan;
3. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris; dan
4. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris dengan memperhatikan keberagaman, keahlian, pengetahuan dan pengalaman dari masing-masing calon, kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham ("RUPS").

b) Fungsi remunerasi:

1. Memberikan rekomendasi kepada Dewan Komisaris mengenai struktur, remunerasi, kebijakan remunerasi, besaran remunerasi; dan
2. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris melalui mekanisme *self*

members of the Board of Directors;

2. Assisting the Board of Commissioners in assessing the performance of members of the Board of Directors and/or members of the Board of Commissioners based on the determined qualifications;
3. Providing recommendations to the Board of Commissioners regarding capacity-building programs for members of the Board of Directors and/or members of the Board of Commissioners; and
4. Proposing qualified candidates as members of the Board of Directors and/or the Board of Commissioners, taking into account the diversity, expertise, knowledge, and experience of each candidate, to the Board of Commissioners for submission to the General Meeting of Shareholders ("GMS")

b) Remuneration function:

1. Provide recommendations to the Board of Commissioners regarding the structure, remuneration policies, the amount of remuneration; and
2. Assist the Board of Commissioners in evaluating the performance of members of the Board of Directors

*assessment* dengan kesesuaian remunerasi yang diterima masing-masing anggota Direksi dan/atau anggota Dewan Komisaris.

and/or the Board of Commissioners through a self-assessment mechanism to ensure alignment between the remuneration received by each member and their performance.

- c. Komite berwenang mengakses dokumen, data, dan informasi Perseroan yang berkaitan dengan pelaksanaan tugasnya, berkomunikasi langsung dengan karyawan, termasuk Direksi dan pihak lainnya yang terkait dengan tugas, tanggung jawab, dan kewenangan lain yang diberikan oleh Dewan Komisaris.

- c. The Committee is authorized to access the Company's documents, data and information related to the performance of its duties, communicate directly with the Board of Directors, employees, and other parties related to its tasks, responsibilities, and other authorities granted by the Board of Commissioners.

## VI. Tata Cara dan Prosedur Kerja

1. Komite bekerja secara kolektif dan mandiri dalam melaksanakan tugas-tugasnya dan dapat bekerja sama dengan satuan kerja terkait di level manajemen.
2. Komite menyusun suatu sistem nominasi dan remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris Perseroan sebagai pedoman bagi Dewan Komisaris.
3. Dalam pelaksanaan RUPS Komite memberikan rekomendasi kepada Dewan Komisaris berdasarkan komposisi jabatan, kebijakan, kriteria dalam proses nominasi, serta kebijakan evaluasi kinerja bagi anggota Dewan Komisaris dan/atau anggota Direksi.
4. Pelaksanaan fungsi nominasi oleh Komite adalah sebagai berikut:

## VI. Work Procedures and Guidelines

1. The Committee works collectively and independently in carrying out its duties and may collaborate with related work units at the management level.
2. The Committee develops a nomination and remuneration system for the members of the Board of Directors and/or the Board of Commissioners of the Company as a guideline for the Board of Commissioners.
3. In the implementation of the GMS, the Committee provides recommendations to the Board of Commissioners based on the composition of positions, policies, criteria in the nomination process, as well as performance evaluation policies for members of the Board of Commissioners and/or members of the Board of Directors.
4. The implementation of the nomination function by the Committee is as follows:

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| <p>a. Komite wajib melakukan prosedur sebagai berikut:</p> <ul style="list-style-type: none"> <li>(i) menyusun komposisi dan proses nominasi anggota Direksi dan/atau Dewan Komisaris;</li> <li>(ii) menyusun kebijakan dan kriteria yang dibutuhkan dalam proses nominasi calon anggota Direksi dan/atau Dewan Komisaris;</li> <li>(iii) membantu pelaksanaan evaluasi atas kinerja anggota Direksi dan/atau anggota Dewan Komisaris;</li> <li>(iv) menyusun program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris; dan</li> <li>(v) menelaah dan mengusulkan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.</li> </ul> <p>b. Melakukan pembahasan terkait calon anggota Direksi dan/atau Dewan Komisaris dimaksud dalam rapat Komite dengan mempertimbangkan hal-hal sebagai berikut:</p> | <p>a. The Committee is required to perform the following procedures:</p> <ul style="list-style-type: none"> <li>(i) formulate the composition and nomination process for members of the Board of Directors and/or the Board of Commissioners;</li> <li>(ii) formulate policies and criteria required for the nomination process of prospective members of the Board of Directors and/or the Board of Commissioners;</li> <li>(iii) assist in the performance evaluation of members of the Board of Directors and/or the Board of Commissioners;</li> <li>(iv) develop capacity-building programs for members of the Board of Directors and/or the Board of Commissioners; and</li> <li>(vi) review and propose qualified candidates for members of the Board of Directors and/or the Board of Commissioners to the Board of Commissioners for submission to the GMS.</li> </ul> <p>b. Conduct discussions regarding candidates for members of the Board of Directors and/or the Board of Commissioners in the Committee meeting by considering the following aspects:</p> |
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| <ul style="list-style-type: none"> <li>(i) alasan dan/atau pertimbangan nominasi kandidat;</li> <li>(ii) kualifikasi kandidat sesuai dengan kriteria; dan</li> <li>(iii) memperhatikan kondisi eksternal dan internal sesuai dengan arah kebijakan Perseroan.</li> </ul>  | <ul style="list-style-type: none"> <li>(i) the reasons and/or considerations for nominating the candidate;</li> <li>(ii) the candidate's qualifications in according to the criteria; and</li> <li>(iii) taking into account external and internal conditions in line with the Company's policy direction.</li> </ul>   |
| <ul style="list-style-type: none"> <li>c. Setelah melakukan pembahasan, Komite memberikan rekomendasi kepada Dewan Komisaris.</li> <li>d. Berdasarkan rekomendasi Komite, Dewan Komisaris memutuskan untuk mengajukan calon anggota Dewan Komisaris dan/atau anggota Direksi kepada RUPS.</li> <li>e. Persetujuan nominasi anggota Dewan Komisaris dan/atau anggota Direksi menjadi salah satu mata acara RUPS untuk memperoleh persetujuan pemegang saham.</li> </ul>    | <ul style="list-style-type: none"> <li>c. After conducting discussions, the Committee provides recommendations to the Board of Commissioners.</li> <li>d. Based on the Committee's recommendations, the Board of Commissioners decides to propose candidates for members of the Board of Commissioners and/or the Board of Directors to the GMS.</li> <li>e. Approval of the nomination of the Board of Commissioners is set as one of the GMS agenda.</li> </ul>                         |
| <ul style="list-style-type: none"> <li>5. Komite melaksanakan fungsi remunerasi sebagai berikut: <ul style="list-style-type: none"> <li>a. Komite wajib melakukan prosedur sebagai berikut: <ul style="list-style-type: none"> <li>(i) menyusun struktur Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris;</li> <li>(ii) menyusun kebijakan atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris; dan</li> </ul> </li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>5. The Committee performs the remuneration function as follows: <ul style="list-style-type: none"> <li>a. The Committee shall conduct the following procedures: <ul style="list-style-type: none"> <li>(i) developing the remuneration structure for members of the Board of Directors and/or the Board of Commissioners;</li> <li>(ii) formulating remuneration policies for members of the Board of Directors</li> </ul> </li> </ul> </li> </ul> |



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|  | and/or the Board of Commissioners; and   |
| (iii) menyusun besaran atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris.  | (iii) determining the amount of remuneration for members of the Board of Directors and/or the Board of Commissioners.  |
| b. Struktur remunerasi terdiri dari gaji pokok, tunjangan kesehatan, tunjangan cuti tahunan, tunjangan transportasi dan komunikasi, dan bonus tahunan.                 | b. Remuneration structure consists of basic salary, health benefits, annual leave allowance, transportation and communication allowance, and annual bonus.   |
| c. Dalam menetapkan remunerasi Direksi dan/atau Dewan Komisaris, Komite Remunerasi mempertimbangkan beberapa hal, sebagai berikut:                                     | c. In determining the remuneration for the Board of Directors and/or the Board of Commissioners, the Remuneration Committee considers several aspects, including:                                    |
| 1) kinerja keuangan dan pemenuhan cadangan sebagaimana diatur dalam peraturan perundang-undangan yang berlaku;   | 1) the company's financial performance and compliance with reserve requirements as stipulated in the prevailing laws and regulations;  |
| 2) remunerasi yang berlaku pada industri sesuai dengan kegiatan usaha Perseroan sejenis dan skala usaha Perseroan sejenis dan skala usaha Perseroan dalam industrinya; | 2) industry-standard remuneration applicable to companies engaged in similar business activities and of similar scale within the industry;   |
| 3) tugas, tanggung jawab, dan wewenang anggota Direksi dan/atau anggota Dewan Komisaris dikaitkan dengan pencapaian tujuan dan kinerja Perseroan;                      | 3) the duties, responsibilities, and authorities of members of the Board of Directors and/or the Board of Commissioners, in relation to the achievement of the Company's objectives and performance; |
| 4) target kinerja atau kinerja masing-masing anggota   | 4) performance targets or achievements of individual   |



Direksi dan/atau anggota Dewan Komisaris agar tercapai kesetaraan antara hasil kerja dengan imbalan yang diterima; dan

5) pertimbangan sasaran dan strategi jangka panjang Perseroan.

d. Komite dapat memberikan usul atau rekomendasi kepada Dewan Komisaris tentang besaran remunerasi yang layak diterapkan; dan

e. Struktur, kebijakan, dan besaran remunerasi tersebut harus dievaluasi oleh Komite paling kurang 1 (satu) kali dalam 1 (satu) tahun.

## VII. Penyelenggaraan Rapat

- a. Rapat Komite diselenggarakan secara berkala paling kurang 1 (satu) kali dalam 4 (empat) bulan.
- b. Rapat Komite hanya dapat diselenggarakan apabila dihadiri oleh mayoritas dari jumlah anggota Komite.
- c. Salah satu dari mayoritas jumlah anggota Komite yang hadir merupakan ketua Komite Nominasi dan Remunerasi.
- d. Keputusan rapat Komite dilakukan berdasarkan musyawarah mufakat. Dalam hal keputusan berdasarkan musyawarah mufakat tidak tercapai, pengambilan keputusan dilakukan berdasarkan suara terbanyak. Jika dalam pengambilan keputusan jumlah suara sama banyaknya, keputusan diambil oleh ketua Komite.

members of the Board of Directors and/or the Board of Commissioners to ensure alignment between their contributions and the compensation received; and

5) consideration of the Company's long-term goals and strategies.

d. The committee may propose or recommend an appropriate level of remuneration to the Board of Commissioners; and

e. The structure, policy, and amount of remuneration must be evaluated by the Committee at least 1 (once) a year.

## VII. Meeting

- a. The Committee Meetings are held periodically at least once every 4 (four) months.
- b. The Committee Meetings can only be held if attended by the majority of the Committee members.
- c. One of the majority of Committee members present must be the Chairman of the Nomination and Remuneration Committee.
- d. Decisions in Committee meetings are made based on consensus. If a consensus cannot be reached, decisions are made based on a majority vote. In the event of a tie, the decision will be made by the Chairman of the Committee.

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| <p>e. Dalam hal proses pengambilan keputusan terdapat perbedaan pendapat, perbedaan pendapat tersebut wajib dimuat dalam risalah rapat beserta alasan perbedaan pendapat tersebut.</p> <p>f. Komite dapat mengundang pihak lain dalam Perseroan untuk hadir dalam rapat Komite, sebagaimana perlu, namun perlu terlebih dahulu disepakati oleh seluruh anggota Komite.</p> <p>g. Seorang anggota Komite hanya dapat diwakilkan oleh anggota Komite lainnya berdasarkan surat kuasa.</p> <p>h. Hasil rapat Komite wajib dituangkan dalam risalah rapat dan didokumentasikan oleh Perseroan serta disampaikan secara tertulis kepada Dewan Komisaris.</p> | <p>e. In the event of differing opinions during the decision-making process, such different opinion must be recorded in the minutes of the meeting along with the reasons therefore.</p> <p>f. The Committee may invite other parties within the Company to attend Committee meetings, as deemed necessary, but this must priorly be agreed by all members of the Committee.</p> <p>g. A Committee member can only be represented by another Committee member by virtue of a power of attorney.</p> <p>h. The results of the Committee meetings must be recorded in meeting minutes, archived by the Company, and submitted in writing to the Board of Commissioners.</p> |
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### VIII. Sistem Pelaporan Kegiatan

Komite wajib membuat laporan kinerja bulanan dan/atau tahunan terkait pelaksanaan tugas, tanggung jawab, dan prosedur yang dijalankan serta pencapaiannya yang disampaikan kepada Dewan Komisaris. Laporan tersebut merupakan bagian dari laporan pelaksanaan tugas Dewan Komisaris untuk kemudian diungkapkan dalam laporan tahunan Perseroan yang disampaikan dalam RUPS, serta situs web Perseroan, paling kurang meliputi pedoman dan uraian singkat pelaksanaan tugas dan tanggung jawab Komite dalam tahun buku.

### IX. Masa Jabatan

- a. Anggota Komite diangkat dan diberhentikan berdasarkan keputusan rapat Dewan Komisaris dengan masa jabatan tertentu dan dapat diangkat kembali

### VIII. Reporting System

The Committee is required to prepare monthly and/or annual performance reports related to the implementation of its duties, responsibilities, and procedures, as well as its achievements, which are submitted to the Board of Commissioners. These reports form part of the Board of Commissioners' performance report, which is subsequently disclosed in the Company's annual report presented at the GMS and on the Company's website. At a minimum, the report must include the guidelines and a brief description of the implementation of the Committee's duties and responsibilities during the fiscal year.

### IX. Term of Office

- a. Committee members are appointed and dismissed based on the decision of the Board of Commissioners' meeting, with a

- specific term of office and may be reappointed.
- b. Masa jabatan anggota Komite tidak boleh lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam Anggaran Dasar Perseroan.
- b. The term of office for Committee members must not exceed the term of office of the Board of Commissioners as stipulated in the Company's Articles of Association.
- c. Masa jabatan seorang anggota Komite berakhir apabila anggota tersebut:
- c. The term of office of a Committee member shall expired if the member:
- (i) mengundurkan diri dari jabatannya;
- (i) resigns from their position;
- (ii) tidak lagi memenuhi persyaratan peraturan perundang-undangan yang berlaku;
- (ii) no longer meets the requirements as designated in the prevailing laws and regulations;
- (iii) meninggal dunia; atau
- (iii) pass away; or
- (iv) diberhentikan berdasarkan keputusan Dewan Komisaris
- (iv) dismissed based on a decision by the Board of Commissioners.
- d. Dalam hal masa jabatan salah satu anggota Komite berakhir sebagaimana dimaksud pada huruf b di atas mengakibatkan jumlah anggota Komite menjadi kurang dari 3 (tiga) orang, maka dalam jangka waktu paling lambat 60 (enam puluh) hari kalender sejak kekosongan tersebut, Dewan Komisaris wajib melakukan pengangkatan anggota Komite yang baru sebagai pengganti anggota Komite yang masa jabatannya telah berakhir.
- d. In the event that the term of office of one of the Committee members expires as referred to in point b above, causing the number of Committee members being fewer than 3 (three), the Board of Commissioners must appoint a new Committee member to fulfill the vacant position within no later than 60 (sixty) calendar days from the date of the vacancy.
- e. Penggantian anggota Komite yang bukan berasal dari Dewan Komisaris dilakukan paling lambat 60 (enam puluh) hari sejak anggota Komite dimaksud tidak dapat lagi melaksanakan fungsinya.
- e. The replacement of a Committee member who is not from the Board of Commissioners must be carried out no later than 60 (sixty) days from the date of the said Committee member holds no obligation to perform the functions.

- f. Perseroan wajib mendokumentasikan keputusan pengangkatan dan pemberhentian anggota Komite.

- f. The Company is required to document the decisions on the appointment and dismissal of Committee members.

## X. Larangan

- a. Setiap anggota Komite Nominasi dan Remunerasi dilarang mengambil keuntungan pribadi baik secara langsung maupun tidak langsung dari kegiatan Perseroan selain penghasilan yang sah.
- b. Anggota Dewan Komisaris yang menjadi ketua atau anggota Komite Nominasi dan Remunerasi tidak diberikan penghasilan tambahan selain penghasilan sebagai anggota Dewan Komisaris.

## X. Prohibition

- a. Each member of the Nomination and Remuneration Committee is prohibited from deriving personal benefits, either directly or indirectly, from the activities of the Company, other than legitimate income.
- b. Members of the Board of Commissioners who serve as chairman or members of the Nomination and Remuneration Committee be prohibited to receive additional income other than their income as members of the Board of Commissioners.

## XI. Ketentuan Lain-Lain

- a. Piagam ini berlaku efektif terhitung sejak tanggal 24 Januari 2025 ("**Tanggal Efektif**").
- b. Tanda tangan pada Piagam ini merupakan persetujuan secara resmi terhadap isi Piagam ini.
- c. Seluruh anggota Dewan Komisaris yang diangkat setelah Tanggal Efektif akan dengan sendirinya dianggap menerima dan menyetujui seluruh ketentuan Piagam ini dan menyatakan kepada Perseroan akan mematuhi seluruh ketentuannya.
- d. Piagam ini dapat diubah dengan persetujuan dari Dewan Komisaris Perseroan
- e. Dalam hal terdapat ketentuan dalam Piagam ini yang bertentangan dengan Anggaran Dasar Perseroan

## XI. Miscellaneous Provisions

- a. This Charter becomes effective as of January 24, 2025 ("**Effective Date**").
- b. The signatures on this Charter represent official approval of the contents of this Charter.
- c. All members of the Nomination and Remuneration Committee appointed after the Effective Date shall automatically be deemed to have accepted and agreed to all the provisions of this Charter and have declared to the Company their commitment to comply with all its provisions.
- d. This Charter may be modified with authorizations of the Board of Commissioners.
- e. In the event of any provision in this Charter conflicting with the Articles of Association of the Company or

atau ketentuan peraturan perundang-undangan yang berlaku, maka ketentuan Anggaran Dasar atau ketentuan peraturan perundang-undangan tersebut yang akan berlaku.

- f. Apabila terjadi ketidaksesuaian atau perbedaan makna antara versi Bahasa Indonesia dan Bahasa Inggris dalam Piagam ini, maka versi dalam Bahasa Indonesia dari Piagam ini yang berlaku.

applicable laws and regulations, the provisions of the Articles of Association or the applicable laws and regulations shall prevail.

- f. In the event of any inconsistency or difference in meaning between the Indonesian and English versions of this Charter, the Indonesian version shall prevail.