

## **Pelaksanaan Fungsi Komite Nominasi dan Remunerasi Tahun 2015**

Pelaksanaan tugas, tanggung jawab dan prosedur komite nominasi dan remunerasi yang dilaksanakan oleh Dewan Komisaris, telah dijalankan selama tahun 2015. Dewan Komisaris telah melaksanakan 3 kali pembahasan khusus dalam menjalankan fungsi nominasi dan remunerasi bersamaan dengan rapat Dewan Komisaris. Dalam pembahasan tersebut, terkait dengan fungsi nominasi, Dewan Komisaris telah melakukan tugas dan prosedur penilaian kinerja anggota direksi dan Komisaris berdasarkan tolakukur yang telah disusun sebagai bahan evaluasi, menyusun program pengembangan kemampuan anggota Direksi dan Komisaris dan melakukan usulan susunan Direksi dan Komisaris sebagai dasar penetapan susunan dalam rapat umum pemegang saham tahun 2015. Terkait fungsi remunerasi, Dewan Komisaris telah melakukan prosedur dan penyusunan struktur, kebijakan dan besaran remunerasi dengan memperhatikan kondisi, pencapaian kinerja Perusahaan, target kinerja masing - masing anggota Direksi dan Komisaris serta keseimbangan tunjangan yang bersifat tetap dan variabel.

Pelaksanaan tugas dan tanggung jawab Komite Nominasi dan Remunerasi selama tahun 2015 telah sesuai dengan piagam Dewan Komisaris yang merupakan pedoman yang telah dimiliki Perusahaan sejak 2014.

### *Implementation of nomination and remuneration committee function in 2015*

*The Implementation of tasks, responsibilities and procedures for nomination and remuneration committee are implemented by the Board of Commissioners, and has been carried out during 2015. The Board of Commissioners has conducted three specific discussions with regards to its nomination and remuneration function along with of the Board of Commissioners' meeting. In this discussion, related to the nomination function, the Board has undertaken the performance appraisal of the Board of Directors and the Board of Commissioners task and procedures based on benchmarks that had been developed as an evaluation material, organize capacity building programs of the Board of Directors and Board of Commissioners, and proposed the nomination of the Board of Directors and Board of Commissioners' composition on the general meeting of shareholders in 2015. Related to the remuneration function, the Board of Commissioners has conducted the remuneration procedure and preparation of structures, policies and conditions with consideration towards the Company's performance each member of the Board of Directors and Commissioners performance targets as well as the balance of the fixed and variable benefits.*