

# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



Warga negara Indonesia, lahir di Gianyar, Bali pada tanggal 11 Pebruari 1944. Lulusan Fakultas Ekonomi Universitas Airlangga pada tahun 1972 dan memperoleh gelar Master of Arts (MA) dari Vanderbilt University, USA pada tahun 1977, KRA 28 Lemhannas tahun 1995.

Indonesian citizen, born in Gianyar, Bali on February 11, 1944. Graduated from the Faculty of Economics of Airlangga University in 1972 and obtained a Master of Arts from Vanderbilt University, USA, in 1977, KRA 28 Lemhannas in 1995.

Pengalaman Kerja:

Working experience:

| Jabatan & Nama Perusahaan                                                                            | Periode   Period           | Position & Name of Company                                                                                    |
|------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------------------------------------------|
| Departemen Keuangan Republik Indonesia sebagai Kasubbag Perencanaan Diklat                           | 1977 – 1979                | Head of Subdivision of Education and Training Plan in Financial Education and Training Agency                 |
| Dosen di Institut Ilmu Keuangan                                                                      | 1977 – 1980                | Lecturer at the Institute of Financial Sciences                                                               |
| Sebagai Kasubdit Evaluasi Ekspor, Ditjen Moneter Luar Negeri                                         | 1979 – 1988                | Head of Sub Directorate of Export Evaluation, Directorate General of International Monetary Affairs           |
| Dosen Sekolah Tinggi Akuntansi Negara                                                                | 1980 – 1990                | Lecturer at the Indonesian State College of Accountancy                                                       |
| Anggota Dewan Pengawas Perum Garam                                                                   | 1984 – 1992                | Member of Supervisory Board of Perum Garam                                                                    |
| Kepala Bidang Analisa Ekspor, Badan Analisa Keuangan Negara, Perkreditan dan Neraca Pembayaran       | 1988 – 1992                | Head of Division of Export Analysis, Agency for State Finance, Credit and Balance of Payment Analysis         |
| Kepala Bidang Analisa Pajak Daerah, Badan Analisa Keuangan Negara, Perkreditan dan Neraca Pembayaran | 1992                       | Head of Division of Regional Tax Analysis, Agency for State Finance, Credit and Balance of Payment Analysis   |
| Sekretaris Badan Analisa Keuangan dan Moneter                                                        | 1992 – 1998                | Secretary of Financial and Monetary Analysis Agency                                                           |
| Komisaris PT Dok dan Perkapalan Surabaya                                                             | 1993 – 2007                | Commissioner of PT Dok dan Perkapalan Surabaya                                                                |
| Dianugerahi Tanda Jasa Satyalancana Karya Satya 30 tahun dari Presiden Republik Indonesia            | 2003                       | was awarded the 30-year Satyalancana Karya Satya Service Mark from the President of the Republic of Indonesia |
| Sekretaris Badan Pengawas Pasar Modal                                                                | 1998 – 2004                | Secretary of Capital Market Supervisory Agency                                                                |
| Komisaris PT Bursa Efek Surabaya                                                                     | 2004 – 2007                | Commissioner of Surabaya Stock Exchange                                                                       |
| Komisaris Independen PT Bumi Serpong Damai Tbk                                                       | 2004 – 2007                | Independent Commissioner PT Bumi Serpong Damai Tbk                                                            |
| Anggota Komite Audit PT Indah Kiat Pulp & Paper Tbk                                                  | 2004 – 2006                | Audit Committees' Member PT Indah Kiat Pulp & Paper Tbk                                                       |
| Anggota Komite Audit Perseroan                                                                       | 2004 – 2006                | Audit Committees' Member of The Company                                                                       |
| Komisaris Independen PT Sinar Mas Multiartha Tbk                                                     | 2005 – 2008                | Independent Commissioner PT Sinar Mas Multiartha Tbk                                                          |
| Komisaris Independen PT Pindo Deli Pulp And Paper Mills                                              | 2006 – 2015                | Independent Commissioner PT Pindo Deli Pulp And Paper Mills                                                   |
| Komisaris Independen PT Lontar Papyrus Pulp & Paper Industry                                         | 2006 – 2015                | Independent Commissioner PT Lontar Papyrus Pulp & Paper Industry                                              |
| Komisaris PT Bursa Efek Indonesia                                                                    | 2007 – 2008                | Commissioner Of Indonesia Stock Exchange (BEI)                                                                |
| Ketua Komite Audit PT Indah Kiat Pulp & Paper Tbk                                                    | 2007 – 2014                | Audit Committees' Chairman PT Indah Kiat Pulp & Paper Tbk                                                     |
| Ketua Komite Audit Perseroan                                                                         | 2007 – 2014                | Audit Committees' Chairman of The Company                                                                     |
| Komisaris Independen PT Indah Kiat Pulp & Paper Tbk                                                  | 2007 – sekarang (present)  | Independent Commissioner PT Indah Kiat Pulp & Paper Tbk                                                       |
| Komisaris Independen Perseroan                                                                       | 2007 – sekarang (present)  | Independent Commissioner of The Company                                                                       |
| Ketua Komite Nominasi & Remunerasi PT Indah Kiat Pulp & Paper Tbk                                    | 2015 – 2024                | Nomination and Remuneration Committees' Chairman PT Indah Kiat Pulp & Paper Tbk                               |
| Ketua Komite Nominasi & Remunerasi Perseroan                                                         | 2015 – sekarang (present)  | Nomination and Remuneration Committees' Chairman of The Company                                               |
| Anggota Komite Audit PT Lontar Papyrus Pulp & Paper Industry                                         | 2018 – 2021                | Anggota Komite Audit PT Lontar Papyrus Pulp & Paper Industry                                                  |
| Komisaris Independen PT Lontar Papyrus Pulp & Paper Industry                                         | 2018 – sekarang            | Komisaris Independen PT Lontar Papyrus Pulp & Paper Industry                                                  |
| Ketua Komite Nominasi & Remunerasi PT OKI Pulp & Paper Mills                                         | Maret 2021 - Desember 2021 | Ketua Komite Nominasi & Remunerasi PT OKI Pulp & Paper Mills                                                  |
| Komisaris Independen PT OKI Pulp & Paper Mills                                                       | 2021 – sekarang (present)  | Komisaris Independen PT OKI Pulp & Paper Mills                                                                |
| Ketua Komite Audit PT Lontar Papyrus Pulp & Paper Industry                                           | 2021 – sekarang (present)  | Ketua Komite Audit PT Lontar Papyrus Pulp & Paper Industry                                                    |
| Ketua Komite Audit PT OKI Pulp & Paper Mills                                                         | 2021 – sekarang (present)  | Ketua Komite Audit PT OKI Pulp & Paper Mills                                                                  |
| Ketua Komite Nominasi & Remunerasi PT Lontar Papyrus Pulp & Paper Industry                           | 2021 – sekarang (present)  | Ketua Komite Nominasi & Remunerasi PT Lontar Papyrus Pulp & Paper Industry                                    |

Sepanjang 2024, tidak ada pelatihan yang diikuti.

**Pernyataan independensi**

Bapak Drs. Pande Putu Raka, M.A. tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan; dan tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, Direksi maupun pemegang saham utama atau pengendali Perseroan; serta tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.

*In 2024, there was no training enrolled.*

***Independency statement***

*Mr Drs. Pande Putu Raka, M.A. does not have any direct or indirect ownership in the Company's share; is not affiliated with the Company, the members of the Board of Commissioners or the Board of Directors, or the controlling or majority shareholder of the Company; does not have any direct or indirect business relationship that is related to the Company's business activities.*

# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



Warga Negara Indonesia, lahir di Tangerang pada tanggal 31 Maret 1958, lulus dari Universitas Tarumanagara Jakarta Jurusan Manajemen tahun 1984.

Indonesian citizen, born in Tangerang on March 31, 1958. He graduated from Tarumanagara University with a degree in Management in 1984.

Pengalaman Kerja:

Working experience:

| Jabatan & Nama Perusahaan                                                   | Periode   Period          | Position & Name of Company                                                          |
|-----------------------------------------------------------------------------|---------------------------|-------------------------------------------------------------------------------------|
| Staf Akuntansi di PT Tunas Bintang Motor                                    | 1981 – 1982               | Accounting staff PT Tunas Bintang Motor                                             |
| Kepala Departemen Bagian Pajak PT Indah Kiat Pulp & Paper Tbk dan APP Group | 1983 – 2022               | Department Head in the Tax Division of PT Indah Kiat Pulp & Paper Tbk and APP Group |
| Komisaris PT Lontar Papyrus Pulp & Paper Industry                           | 1994 – 2018               | Commissioner PT Lontar Papyrus Pul & Paper Industry                                 |
| Komisaris PT Indah Kiat Pulp & Paper Tbk                                    | 2014 – sekarang (present) | Commissioner PT Indah Kiat Pulp & Paper Tbk                                         |
| Komisaris Perseroan                                                         | 2017 – sekarang (present) | Commissioner of The Company                                                         |
| Komisaris PT OKI Pulp & Paper Mills                                         | 2018 – sekarang (present) | Commissioner PT OKI Pulp & Paper Mills                                              |
| Anggota Komite Nominasi dan Remunerasi PT OKI Pulp & Paper Mills            | 2021 – sekarang (present) | Member Nomination and Remuneration Committee PT OKI Pulp & Paper Mills              |
| Anggota Komite Nominasi dan Remunerasi PT Indah Kiat Pulp & Paper Tbk       | 2024 – sekarang (present) | Member Nomination and Remuneration Committee PT Indah Kiat Pulp & Paper Tbk         |
| Anggota Komite Nominasi dan Remunerasi Perseroan                            | 2024 – sekarang (present) | Member Nomination and Remuneration Committee of The Company                         |

Sepanjang 2024, tidak ada pelatihan yang diikuti.

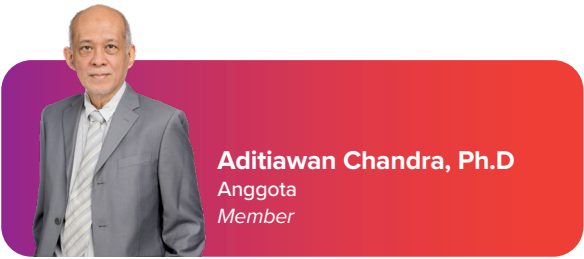
In 2024, there was no training enrolled.

Bapak Sukirta Mangku Djaja tidak mempunyai hubungan afiliasi dengan anggota Dewan Komisaris, Direksi maupun pemegang saham utama Perseroan.

Mr. Sukirta Mangku Djaja has no affiliated relationship with the members of Board of Commissioners, Board of Directors and main shareholder of the Company.

# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



Warga negara Indonesia, lahir di Cipanas pada tanggal 3 Pebruari 1950. Lulusan dari Fakultas Ekonomi Universitas Indonesia 1977, University of Wisconsin – Madison 1980, dan University of North Carolina – Chapel Hill 1985.

Indonesian citizen, born in Cipanas on February 3, 1950. He graduated from the Faculty of Economics, University of Indonesia 1977, University of Wisconsin at Madison 1980 and University of North Carolina at Chapel Hill 1985.

Pengalaman Kerja:

Working experience:

| Jabatan & Nama Perusahaan                                                                                      | Periode   Period          | Position & Name of Company                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Kepala Lembaga Manajemen FEUI                                                                                  | 1987 - 2000               | Head of the Management Institute of Faculty Economics of University of Indonesia (FEUI)                                                        |
| Komisaris Independen PT Semen Padang Tbk                                                                       | 1990 - 1995               | Independent Commissioner of PT Semen Padang Tbk                                                                                                |
| Asisten Menteri Negara Investasi/BKPM                                                                          | 1994 - 1997               | Assistant to the State Minister of Investment (BKPM)                                                                                           |
| Direktur Program Magister MMUI                                                                                 | 1996 - 2000               | Director of MMUI Master Program                                                                                                                |
| Komisaris PT Bank International Indonesia Tbk                                                                  | 1999 - 2001               | Commissioner of PT Bank International Indonesia Tbk                                                                                            |
| Dekan Fakultas Ekonomi Universitas Indonesia                                                                   | 2001 - 2005               | Dean of the Faculty of Economics, University of Indonesia                                                                                      |
| Presiden Komisaris PT Bank Permata Tbk                                                                         | 2002 - 2004               | President Commissioner of PT Bank Permata Tbk                                                                                                  |
| Beliau adalah penerima Tanda Kehormatan "Satyalancana Karya Satya 30 tahun" dari Pemerintah Republik Indonesia | 2011                      | He was honoured as the Recipient of the "Satyalancana Karya Satya 30 years" Honor Certificate from the Government of the Republic of Indonesia |
| Anggota Komite Audit PT Indah Kiat Pulp & Paper Tbk                                                            | 2011 - 2021               | Member of Audit Committee PT Indah Kiat Pulp & Paper Tbk                                                                                       |
| Anggota Komite Audit Perseroan                                                                                 | 2011 - 2021               | Member of Audit Committee of the Company                                                                                                       |
| Anggota Komite Nominasi dan Remunerasi PT Lontar Papyrus Pulp & Paper Industri                                 | 2018-2021                 | Member of the Nomination and Remuneration Committee PT Lontar Papyrus Pulp & Paper Industry                                                    |
| Anggota Komite Audit PT Lontar Papyrus Pulp & Paper Industri                                                   | 2018 - sekarang (present) | Member of the Audit Committee PT Lontar Papyrus Pulp & Paper Industry                                                                          |
| Anggota Komite Audit PT Pindo Deli Pulp And Paper Mills                                                        | 2022 - sekarang (present) | Member of the Audit Committee PT Pindo Deli Pulp And Paper Mills                                                                               |
| Anggota Komite Nominasi dan Remunerasi PT Indah Kiat Pulp & Paper Tbk                                          | 2024 - sekarang (present) | Member of the Nomination and Remuneration Committee PT Indah Kiat Pulp & Paper Tbk                                                             |
| Anggota Komite Nominasi dan Remunerasi Perseroan                                                               | 2024 - sekarang (present) | Member of the Nomination and Remuneration Committee of the Company                                                                             |

Pelatihan yang diikuti selama tahun 2024:  
Masterclass Program Series XXIII “Life Cycle Assessment (CLA) and Carbon Reduction Strategy” (25-26 Juli 2024).

Training attended during 2024:  
Masterclass Program Series XXIII “Life Cycle Assessment (CLA) and Carbon Reduction Strategy” (July 25-26,2024)

Pernyataan independensi

Independency statement

Bapak Aditiawan Chandra, Ph.D tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan; tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, Direksi maupun pemegang saham utama atau pengendali Perseroan; serta tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.

Mr Aditiawan Chandra, Ph.D does not have any direct or indirect ownership in the Company's share; is not affiliated with the Company, the members of the Board of Commissioners or the Board of Directors, or the controlling or majority shareholder of the Company; does not have any direct or indirect business relationship that is related to the Company's business activities.