



**SURAT KEPUTUSAN
DEWAN KOMISARIS
PT TRANSCOAL PACIFIC Tbk**

Nomor : 279/TCP-SK/IX/2022

tentang

**Perubahan Anggota Komite Nominasi dan
Remunerasi PT Transcoal Pacific Tbk
("Perseroan")**

Menimbang:

1. Bahwa, Perseroan perlu mengikuti perkembangan pasar modal dan peraturan perundang-undangan yang berlaku di bidang pasar modal.
2. Bahwa, Perseroan juga perlu mewujudkan efektifitas pelaksanaan fungsi pengawasan oleh Dewan Komisaris terhadap pengelolaan Perseroan oleh Direksi, terutama sehubungan dengan hal-hal seperti penetapan kriteria calon anggota Dewan Komisaris dan Direksi serta penetapan sistem penilaian kinerja dan sistem remunerasi.
3. Bahwa, berdasarkan pertimbangan sebagaimana tersebut di atas, Dewan Komisaris Perseroan telah mengangkat dan menetapkan Komite Nominasi dan Remunerasi pada PT Transcoal Pacific, Tbk melalui Surat Keputusan Dewan Komisaris PT Transcoal Pacific Tbk pada Nomor: 112/LGC/LTR/TCP-OJK/IV/2018 tanggal 4 April 2018.
4. Bahwa, Dewan Komisaris PT Transcoal Pacific Tbk bermaksud untuk mengangkat Freddi Anshary sebagai anggota Komite Nominasi dan Remunerasi untuk menggantikan Budiman Kostaman.

**DECREE OF
THE BOARD OF COMMISSIONERS
PT TRANSCOAL PACIFIC Tbk**

Number : 279/TCP-SK/IX/2022

concerning

**Change of Nomination and Remuneration
Committee Member of PT Transcoal Pacific Tbk
(the "Company")**

Considering:

1. *Whereas, the Company have obligation to follow the development of the capital market and the prevailing laws and regulations in the capital market sector.*
2. *Whereas, the Company also need to realize the effectiveness of the implementation of the supervisory function by Board of Commissioners on the management of the Company by the Board of Directors, especially in relation to matters such as determining the criteria for candidates for members of the Board of Commissioners and the Board of Directors as well as determining the performance appraisal system and remuneration system.*
3. *Whereas, based on the considerations as mentioned above, the Board of the Commissioners has appointed and determined the Nomination and Remuneration Committee at the Company through the Decree of Board of Commissioners of PT Transcoal Pacific Tbk Number: 112/LGC/LTR/TCP-OJK/IV/2018, April 4, 2018.*
4. *Whereas, the Board of Commissioners of the Company wishes to appoint Freddi Anshary as a member of the Nomination and Remuneration Committee of the Company to replace Budiman Kostaman.*

PT TRANSCOAL PACIFIC Tbk



Mengingat:

1. Undang-undang No.8 tahun 1995 tentang Pasar Modal
2. Peraturan Otoritas Jasa Keuangan No.34/PJOK.04/2014 tanggal 8 Desember 2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik.
3. Surat Keputusan Dewan Komisaris PT Transcoal Pacific Tbk Nomor: 112/LGC/LTR/TCP-OJK/IV/2018 tanggal 4 April 2018 tentang Pengangkatan Komite Nominasi dan Remunerasi PT Transcoal Pacific Tbk.

Bearing in Mind:

1. The Law No. 8 of 1995 concerning the Capital Market.
2. Regulation of Indonesia Financial Service Authority No. 34/PJOK.04/2014 dated December 8, 2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies.
3. Decree of the Board of Commissioners of PT. Transcoal Pacific Tbk Number: 112/LGC/LTR/TCP-OJK/IV/2018 dated April 4, 2018 concerning the Appointment of the Nomination and Remuneration Committee of PT. Transcoal Pacific Tbk.

Menetapkan

Pertama:

Mengangkat Freddi Anshary sebagai anggota Komite Nominasi dan Remunerasi menggantikan Budiman Kostaman, sehingga sejak tanggal Surat Keputusan Dewan Komisaris ini Komite Nominasi dan Remunerasi Perseroan sebagai berikut:

Ketua : Achmad Sutjipto
Anggota : Ir. Aliyah Sianne Salim
Anggota : Freddi Anshary

Dalam melaksanakan tugasnya selaku Komite Nominasi dan Remunerasi yang dimaksud dalam butir 1 di atas, Komite bertanggung jawab kepada Dewan Komisaris.

Kedua:

Surat Keputusan ini berlaku sejak tanggal ditetapkan

Determining

First:

To appoint Freddi Anshary as a member of the Nomination and Remuneration Committee to replace Budiman Kostaman, so that since the date of this Decree of the Board of Commissioners, the Nomination and Remuneration Committee of the Company is as follows:

Chairman : Achmad Sutjipto
Member : Ir. Aliyah Sianne Salim
Member : Freddi Anshary

In conducting their function as Nominations and Remuneration Committee referred to in point 1 above, the Committee is responsible to the Board of Commissioners.

Second:

This Decree is effective from the date it is established



Ketiga: Tugas dan Wewenang

1. Menyusun sistem penyeleksian dan perekrutan bagi calon anggota Direksi dan Dewan Komisaris.
2. Menyusun kriteria dan jumlah calon anggota Direksi dan Dewan Komisaris untuk kemudian diajukan ke Dewan Komisaris guna mendapat persetujuan RUPS.
3. Menyusun sistem penilaian dan nominasi bagi calon anggota Direksi maupun Dewan Komisaris.
4. Menyusun sistem penilaian kinerja Direksi dan Dewan Komisaris kepada Dewan Komisaris untuk kemudian diajukan ke RUPS.
5. Menyusun jenis dan jumlah gaji atau honorarium, tunjangan serta fasilitas yang diterima oleh anggota Direksi dan Dewan Komisaris untuk dapat diajukan oleh Dewan Komisaris kepada RUPS.
6. Melakukan evaluasi dan analisis terhadap sistem penggajian, penetapan honorarium, tunjangan maupun fasilitas bagi Direksi dan Dewan Komisaris.
7. Melakukan tugas-tugas sebagaimana diatur dalam Peraturan OJK No.34/PJOK.04/2014 tanggal 8 Desember 2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik.

Third: Duties and Authorities

1. *To develop a selection and recruitment system for prospective members of the Board of Directors and the Board of Commissioners.*
2. *To develop criteria and number of candidates for members of the Board of Directors and Board of Commissioners to be submitted to the Board of Commissioners for approval by the General Meeting of the Shareholders.*
3. *To develop an assessment and nomination system for candidates of members of the Board of Directors and Board of Commissioners.*
4. *To develop a performance appraisal system for the Board of Directors and the Board of Commissioners to be submitted to the Board of Commissioners for later submission to the General Meeting of the Shareholders.*
5. *To develop the type and amount of salary or honorarium, allowances and facilities received by members of the Board of Directors and Board of Commissioners to be submitted by the Board of Commissioners to the General Meeting of the Shareholders.*
6. *To evaluate and analyze salary system, determining the honorarium, allowances and facilities for the Board of Directors and the Board of Commissioners.*
7. *To perform duties as stipulated in the Regulation of Indonesia Financial Services Authority No. 34/PJOK.04/2014 dated December 8, 2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies.*



TRANSCOALPACIFIC

Demikian Surat Keputusan ini ditetapkan dengan catatan bahwa apabila di kemudian hari terdapat kekeliruan dalam Surat Keputusan ini, akan diadakan perubahan dan perbaikan sebagaimana mestinya.

In witness where of this Decree is stipulated, provided that if in future there is any mistake in this Decree, changes and correction will be made as appropriate.

Ditetapkan di Jakarta pada tanggal 28 September 2022

Established in Jakarta on September 28, 2022

Dewan Komisaris/Board of Commissioners PT Transcoal Pacific Tbk



Achmad Sutjipto

Komisaris Utama dan Komisaris Independen/
*President Commissioner and Independent
Commissioner*

Aliyah Sianne Salim

Komisaris/Commissioner

PT TRANSCOAL PACIFIC Tbk.

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