

Article 8
Appointment, Dismissal, and Tenure

1. Members of the Board of Commissioners are appointed and dismissed by the General Meeting of Shareholders (GMS).
2. Members of the Board of Commissioners are appointed for 1 tenure period which is started from the closing of appointing GMS until the closing of third GMS after the date of the appointment, without decrease the right of GMS to dismiss the members of the Board of Commissioners at any time.
3. The mechanism of appointment, replacement, dismissal members of the Board of Commissioners is regulated in the Article of Association of the Company.
4. Proposal of appointment, dismissing, and/or replacement of the Board of Commissioners to the GMS must be regarded by the recommendation from the Board of Commissioner or Remuneration and Nomination Committee.
5. The tenure of Independent Commissioner at most 2 (two) consecutive terms.
6. Members of the Board of Commissioners are appointed for a certain term of office in accordance with the Article of Association and can be reappointed.
7. An Independent Commissioner that has be on duty for 2 (two) periods of term of office can be reappointed for the next period as long as that Independent Commissioner declares to the GMS that he/she will remain Independent in accordance to Article 25 POJK 33/2014.
8. Independency statement of the Independent Commissioner as regulated in para (6) shall declare in the Annual Report