

- Shareholders of their appointment up to the adjournment of the 5th (fifth) Annual General Meeting of Shareholders following their appointment with the observing of Provision which applicable in the capital market, however, without prejudice to the right of the General Meeting of Shareholders to dismiss them before the term of office expires by stating the reason for such dismissal.
- b. After the expiry of their term of office, members of the Board of Directors may be reappointed by the General Meeting of Shareholders for one additional term of office.
- (10) In case the tenure of Board's of Directors member expires and General Meeting of Shareholders has not stipulated the replacement, duties of such vacant member of Board of Directors are implemented under provision to fill the post of the vacant Member of Board of Directors
- (11) The General Meeting of Shareholders may dismiss the members of the Board of Directors at any time by giving reasons for the dismissal.
- (12) The reasons for the dismissal of a member of the Board of Directors as referred to in paragraph (11) shall be given if it is evident that the concerned member of the Board of Directors:
- has failed to perform his/her duties properly;
 - has failed to comply with the laws and regulations and/or the provisions in the Articles of Association;
 - is involved in the acts prejudicial to the Company and/or the state;
 - is declared guilty by a final court decision;
 - not fulfilled provisions in the paragraph (2) and/or paragraph (3);
- (13) In addition to the reasons for dismissal of a member of the Board of Directors referred to in paragraph (12), letter (a) up to letter (e), the Board of Directors may be dismissed by the General Meeting of Shareholders for any other reasons as the General Meeting of Shareholders may deem good in the interest of the Company and for achieving the objectives of the Company.
- (14) Resolution on the dismissal as referred to in paragraph (11) with the reasons as referred to in paragraph (12) letter a, letter b, letter c and/or letter e shall be adopted after the Director concerned has been given the opportunity to defend himself/herself in the General Meeting of Shareholders.
- (15) The dismissal with the reasons as referred to in paragraph (12), letter c and/or d is dishonorable dismissal.
- (16) Among the members of the Board of Directors and between the members of the Board of Directors and the members of Board of Commissioners, must not have any family relationship until third degree, either vertically or horizontal or must not have any marriage relationship.
- (17) In the case occur of condition as referred in paragraph (16), the General Meeting of Shareholders entitled to dismissal by one or among them.
- (18) a. Members of the Board of Directors is given salary and allowance/facility, including tantien and retirement benefit (santunan purna jabatan) in the type and amount determined by the General Meeting of Shareholders with the observing of the Provisions of laws and regulations.
- b. The General Meeting of Shareholder can be extend of the authority to the Board of Commissioners of the Company for the determined of the grant facility and/or other allowance to the Board of Directors.

- acceptance of request of member of Board of Commissioners resignation as set forth in letter a and result of GMS implementation as set forth in letter b.
- d. Before his/her resignation becomes effective, the member of the Board of Commissioners shall still have the obligation of discharging his/her duties and responsibility pursuant to the Articles of Association and the Prevailing Laws and Regulations
 - e. Toward the member of Board of Commissioners who resigns as mentioned above, his responsibility as member of Board of Commissioners is still required since the assignment until the approval of his resignation in GMS.
 - f. the Release of responsibility of the member of Board of Commissioners which resignation is given after the Annual General Meeting of shareholders of him release.
 - g. in the case the member of Board of Commissioners is resignation therefore the number of member of Board of Commissioners less than 3 (three) person, then these resignation is valid if the has been determined by the General Meeting of Shareholders and has been appointed the new member of Board of Commissioners, therefore fulfillment the minimum requirements of the number of member of Board of Commissioners
- (23) The term of office of a member of the Board of Commissioners shall expire if:
- a. the resignation has become effective, as referred in paragraph (22)
 - b. deceased
 - c. the term of office is expired;
 - d. dismissal based on the Decision of the General Meeting of Shareholders;
 - e. declared bankrupt by the Commerce Court which have been final and binding law or placed under administrative custody based on a court order; or
- f. no longer meet the requirements as the members of Board of Commissioners pursuant to the Provisions of Articles of Association and/or laws and regulations;
- (24) The Provisions as referred in paragraph (23) letter f including not limited on the double position whose prohibition.
- (25) The member of the Board of Commissioners who leaves his/her job, before or after the expiration of his/her term of office except because of death, shall still be responsible for the actions he/she has taken, for which he has not yet accounted to the General Meeting of Shareholders.
- (26) A member of the Board of Commissioners shall not have a double function as herein under, that is:
- a. A member of the Board of Directors of a State-Owned Enterprise, Provincial Government Owned Enterprise, Private Company
 - b. Management of political party and/or as a candidate legislative / member / a legislative and/or as a candidate regional head/a candidate regional deputy head; and or
 - c. other positions as provided in the laws and regulations; and/or
 - d. Other position which may arise conflict of interest.
- (27) a. **Members of the Board of Commissioners including the Secretary of Board of Commissioners is given salary and allowance/facility, including tantiem and retirement benefit (santunan purna jabatan) in the type and amount determined by the General Meeting of Shareholders with the observance of the prevailing provisions and laws and regulations.**
- b. **The General Meeting of Shareholder can be extend of the authority to the Board of Commissioners of the Company for the determined of the grant facility and/or other**