

PT SOECHI LINES Tbk.
(“Perseroan”/“the Company”)
NOMINASI DAN REMUNERASI
NOMINATION AND REMUNERATION

Pelaksanaan Fungsi Nominasi dan Remunerasi
Implementation of Nomination and Remuneration Functions

<p>Sesuai dengan POJK No. 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik, pelaksanaan prosedur nominasi dan remunerasi Perseroan dijalankan oleh Dewan Komisaris Perseroan, sesuai dengan Surat Keputusan No. 018/SL/LGL-CORSEC/VI/2023 tertanggal 21 Juni 2023.</p> <p>Profil Dewan Komisaris Perseroan tersedia pada situs web pada segmen DEWAN KOMISARIS.</p>	<p><i>In accordance with POJK No. 34/POJK.04/2014 about the Nomination and Remuneration Committee of Issuer or Public Company, the implementation of nomination and remuneration procedures of the Company is carried out by the Board of Commissioners of the Company, as in accordance with Decree No. 018/SL/LGL-CORSEC/VI/2023 dated June 21, 2023.</i></p> <p><i>Profile of the Company's Board of Commissioners is available on the website in the BOARD OF COMMISSIONERS segment.</i></p>
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Kebijakan Nominasi dan Remunerasi Dewan Komisaris
Nomination and Remuneration Policy of the Board of Commissioners

<p>Nominasi keanggotaan Dewan Komisaris Perseroan ditentukan dengan memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan oleh Perseroan.</p> <p>Penetapan remunerasi Dewan Komisaris dilakukan dengan mengajukan usulan kepada Rapat Umum Pemegang Saham (RUPS) mengenai besaran gaji dan/atau tunjangan bagi anggota Dewan Komisaris dan dimintakan persetujuan RUPS.</p> <p>Dasar penetapan remunerasi Dewan Komisaris adalah kinerja dan pencapaian Perseroan.</p>	<p><i>Nomination of the Board of Commissioners members is determined by considering the variety of expertise, knowledge, and experience as required by the Company.</i></p> <p><i>Determination of the Board of Commissioners remuneration is conducted by submitting proposal of honorarium and/or other allowances to Annual General Meeting of Shareholders (AGMS) and to be approved by the AGMS.</i></p> <p><i>Remuneration is made based on the performance and achievement of the Company.</i></p>
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Kebijakan Nominasi dan Remunerasi Direksi
Nomination and Remuneration Policy of the Board of Directors

<p>Nominasi keanggotaan Direksi Perseroan ditentukan dengan memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan oleh Perseroan. Komposisi anggota Direksi Perseroan ditetapkan dengan memperhatikan visi dan misi, rencana strategis, dan kepentingan berbagai pemangku kepentingan.</p> <p>Dasar penetapan remunerasi Direksi ditentukan berdasarkan kinerja dan pencapaian tiap anggota Direksi. Remunerasi diberikan dengan mempertimbangkan kondisi kinerja Perseroan.</p> <p>Evaluasi kinerja anggota Direksi dilakukan oleh Dewan Komisaris. Hasil evaluasi kinerja dijadikan sebagai referensi oleh Dewan Komisaris dalam proses nominasi dan remunerasi anggota Direksi.</p>	<p><i>Nomination of the Board of Directors members is determined by considering the variety of expertise, knowledge, and experiences as required by the Company. The composition of the Board of Directors is determined by considering the Company's vision and missions, strategic plans, and the interests of various stakeholders.</i></p> <p><i>Determination of the Board of Directors remuneration is conducted based on the performance and achievements of each member of the Board of Directors. Remuneration is determined by considering the Company's performances.</i></p> <p><i>The Board of Directors performance evaluation is conducted by the Board of Commissioners. Performance evaluation results are references for the Board of Commissioners in the process of the Board of Directors nomination and remuneration.</i></p>
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