Komite Tingkat Dewan Komisaris
Committees at the Board of Commissioners Level

Pelaksanaan tugas dan tanggung jawab Dewan Komisaris dalam mengawasi HUMI dibantu oleh Komite Tingkat Dewan Komisaris. Komite Tingkat Dewan Komisaris melaksanakan tugas dan tanggung jawab dengan mengacu pada Pedoman Komite yang disusun dan ditinjau ulang secara berkala berdasarkan peraturan yang berlaku di Indonesia dan praktik terbaik penerapan Tata Kelola.

Komite-komite di tingkat Dewan Komisaris terdiri dari Komite Audit, Komite Nominasi dan Remunerasi, dan Komite ESG.

Komite Audit

Komite Audit membantu Dewan Komisaris dalam memantau dan memastikan efektivitas sistem pengendalian internal dan pelaksanaan tugas auditor internal, serta auditor eksternal. Dalam melaksanakan tugas dan tanggung jawabnya, Komite Audit melakukan pemantauan dan mengevaluasi perencanaan dan pelaksanaan audit internal dalam rangka menilai kecukupan pengendalian internal, meliputi proses pelaporan keuangan, serta manajemen risiko dan penerapan sistem tata kelola perusahaan yang baik. Dengan mengacu pada Surat Keputusan Dewan Komisaris No. 006/SK/Dekom-HUMI/I/2026 tentang Penetapan Susunan Komite Audit.

Dasar Hukum

1. Peraturan Otoritas Jasa Keuangan (POJK) dan Surat Edaran OJK, terkait Penerapan Tata Kelola, Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit, Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik, Transaksi Afiliasi dan Benturan Kepentingan Transaksi Tertentu.
2. Anggaran Dasar Perseroan tentang tugas dan wewenang Dewan Komisaris.
3. Piagam Dewan Komisaris HUMI.

Piagam Komite Audit

Perseroan telah memiliki Piagam Komite Audit yang telah perbaharui oleh Dewan Komisaris Perseroan pada tanggal 21 Januari 2026 yang digunakan sebagai pedoman arah dan perilaku Komite Audit dalam melaksanakan tugas dan tanggung jawabnya secara profesional dan independen dan telah diunggah ke situs web Perseroan, www.humi.co.id.

The implementation of the duties and responsibilities of the Board of Commissioners in supervising HUMI is supported by Committees at the Board of Commissioners level. These Committees carry out their duties and responsibilities in accordance with Committee Guidelines, which are prepared and periodically reviewed based on applicable regulations in Indonesia and best practices in corporate governance implementation.

The Committees at the Board of Commissioners level consist of the Audit Committee, the Nomination and Remuneration Committee, and the ESG Committee.

Audit Committee

The Audit Committee assists the Board of Commissioners in monitoring and ensuring the effectiveness of the internal control system and the performance of internal and external auditors. In carrying out its duties and responsibilities, the Audit Committee monitors and evaluates internal audit planning and implementation in order to assess the adequacy of internal controls, including financial reporting processes, risk management, and the implementation of good corporate governance. This refers to the Board of Commissioners Decree No. 006/SK/Dekom-HUMI/I/2026 concerning the Determination of the Composition of the Audit Committee.

Legal Basis

1. Financial Services Authority (OJK) Regulations (POJK) and OJK Circular Letters related to the implementation of governance, the establishment and guidelines for the Audit Committee, the Board of Directors and Board of Commissioners of issuers or public companies, the use of public accountants and public accounting firms, and affiliated transactions and conflicts of interest in certain transactions.
2. The Company's Articles of Association regarding the duties and authorities of the Board of Commissioners.
3. HUMI Board of Commissioners Charter.

Audit Committee Charter

The Company has an Audit Committee Charter, which was adopted by the Company's Board of Commissioners on January 21, 2026. This charter serves as a guideline for the Audit Committee's direction and conduct in carrying out its duties and responsibilities professionally and independently, and has been posted on the Company's website, www.humi.co.id.

Adapun isi dari Piagam Komite Audit adalah sebagai berikut:

1. Pendahuluan.
2. Dasar Hukum.
3. Definisi.
4. Komposisi, Struktur dan Masa Jabatan.
5. Persyaratan Keanggotaan.
6. Tugas dan Tanggung Jawab.
7. Wewenang.
8. Tata Cara, Prosedur dan Penyelenggaraan Rapat.
9. Pelaporan.
10. Penanganan Pengaduan atau Pelaporan Sehubungan Dugaan Pelanggaran terkait Pelaporan Keuangan.
11. Standar Etika.
12. Penutup.

Masa Jabatan Komite Audit

Masa jabatan anggota Komite Audit tidak boleh lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam Anggaran Dasar atau masa jabatan Dewan Komisaris sebagaimana diputuskan dalam RUPS pada saat pengangkatan Dewan Komisaris (mana yang lebih singkat).

Dewan Komisaris berwenang menetapkan masa jabatan anggota Komite Audit untuk jangka waktu tertentu yang lebih pendek dari masa jabatan Dewan Komisaris tersebut, sepanjang tidak melebihi masa jabatan Dewan Komisaris sebagaimana dimaksud di atas, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikan anggota Komite Audit sewaktu-waktu.

Jumlah, Susunan, dan Komposisi Komite Audit

Jumlah, susunan, dan komposisi anggota Komite Audit Perseroan telah diatur dalam Piagam Komite Audit, yakni:

1. Paling sedikit terdiri dari 3 orang yang berasal dari Komisaris Independen dan pihak dari luar Perseroan.

2. Komite Audit diketuai oleh salah seorang Komisaris Independen merangkap sebagai anggota.

Tidak ada perubahan susunan dan komposisi Komite Audit sepanjang tahun 2025, namun mulai tanggal 21 Januari 2026 adanya perubahan susunan dan komposisi Komite Audit, menjadi :

The contents of the Audit Committee Charter are as follows:

1. Introduction.
2. Legal Basis.
3. Definitions.
4. Composition, Structure, and Term of Office.
5. Membership Requirements.
6. Duties and Responsibilities.
7. Authority.
8. Procedures, Methods, and Conduct of Meetings.
9. Reporting.
10. Handling of Complaints or Reporting Related to Alleged Violations in Financial Reporting.
11. Ethical Standards.
12. Closing.

Term of Office of the Audit Committee

The term of office of Audit Committee members may not exceed the term of office of the Board of Commissioners as stipulated in the Articles of Association or the term of office of the Board of Commissioners as determined by the General Meeting of Shareholders at the time of the Board of Commissioners' appointment (whichever is shorter).

The Board of Commissioners has the authority to set the term of office for members of the Audit Committee for a specific period shorter than the term of office of the Board of Commissioners, provided that such term does not exceed the term of office of the Board of Commissioners as referred to above, without prejudice to the Board of Commissioners' right to remove members of the Audit Committee at any time.

Number, Structure, and Composition of the Audit Committee

The number, structure, and composition of the Company's Audit Committee members are regulated in the Audit Committee Charter, as follows:

1. Consisting of at least 3 (three) members from Independent Commissioners and parties from outside the Company.
2. The Audit Committee is chaired by an Independent Commissioner who concurrently serves as a member.

There were no changes in the structure and composition of the Audit Committee throughout 2025; however, as of January 21, 2026, there have been changes in the structure and composition of the Audit Committee, as follows:

Susunan Komite Audit
Structure of the Audit Committee

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office	Periode Jabatan Period of Service
21 Januari 2026 – Sekarang January 21, 2026 – Present				
Mahdan	Ketua Chairman	SK Dewan Komisaris Nomor 006/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 006/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
JT Duma	Anggota Member	SK Dewan Komisaris Nomor 006/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 006/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
Mirawati Sudjono	Anggota Member	SK Dewan Komisaris Nomor 006/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 006/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
1 Januari 2025 – 21 Januari 2026 January 1, 2025 – January 21, 2026				
Daryono	Ketua Chairman	SK Dewan Komisaris Nomor 002/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 002/SK/Dekom-HUMI/III/2023 dated March 31, 2023	31 Maret 2023 s.d 21 Januari 2026 March 31, 2023 – January 21, 2026	Ke-1 1st
JT Duma	Anggota Member	SK Dewan Komisaris Nomor 001/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 002/SK/Dekom-HUMI/III/2023 dated March 31, 2023	31 Maret 2023 s.d 21 Januari 2026 March 31, 2023 – January 21, 2026	Ke-1 1st
Mirawati Sudjono	Anggota Member	SK Dewan Komisaris Nomor 002/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 002/SK/Dekom-HUMI/III/2023 dated March 31, 2023	31 Maret 2023 s.d 21 Januari 2026 March 31, 2023 – January 21, 2026	Ke-1 1st

Profil Komite Audit
Audit Committee Profile

Mahdan
Ketua Komite Audit
Chairman of the Audit Committee

Profil beliau dapat dilihat pada bagian Profil Dewan Komisaris di Bab Profil Perusahaan pada laporan ini.
His profile can be found in the Board of Commissioners Profile section in the Company Profile chapter of this report.

Daryono
Ketua Komite Audit Periode 1 Januari 2025 – 21 Januari 2026
Chairman of the Audit Committee for the period January 1, 2025 – January 21, 2026

Profil beliau dapat dilihat pada bagian Profil Dewan Komisaris di Bab Profil Perusahaan pada laporan ini.
His profile can be found in the Board of Commissioners Profile section in the Company Profile chapter of this report.



Mirawati Sudjono

Anggota Komite Audit
Member of the Audit Committee

Kewarganegaraan | Citizenship
Indonesia | Indonesian

Usia | Age
69 tahun | 69 years

Domisili | Domicile
Jakarta

Periode Jabatan: Term of Office:	31 Maret 2023 s.d Sekarang March 31, 2023 – Present
Dasar Pengangkatan Basis of Appointment	Menjabat sebagai Anggota Komite Audit berdasarkan Surat Keputusan Dewan Komisaris Nomor 002/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023. Serves as a Member of the Audit Committee based on the Board of Commissioners Decree No. 002/SK/Dekom-HUMI/III/2023 dated March 31, 2023.
Pendidikan Education	• Akuntan dari Sekolah Tinggi Akuntansi Negara (STAN), Jakarta (1986); • Master of Science (S2) program Accounting dari University of Wisconsin, Amerika Serikat (1990). • Accountant, State College of Accountancy (STAN), Jakarta (1986); • Master of Science (S2) in Accounting, University of Wisconsin, United States (1990).
Riwayat Profesi Riwayat Profesi	• Anggota Komite Audit PT Humpuss Maritim Internasional Tbk. (2023-sekarang) • Anggota Komite Audit PT GTSI Tbk. (2023-sekarang) • Anggota Komite Audit PT Humpuss Intermoda Transportasi Tbk. (2022-sekarang) • Anggota Dewan Pengurus Ikatan Komite Audit Indonesia (2014-sekarang) • Komisaris Independen & Ketua Komite Audit PT PNM Ventura Capital (2016-2021) • Anggota Komite Anggaran, Audit, dan Aktuari BPJS Ketenagakerjaan (2016-2020) • Deputi Bidang Pelayanan Publik di Kementrian PAN dan RB (2013-2016) • Anggota Satgas GCG BPKB Pusat (1999-2015) • Kepala Perwakilan BPKB Propinsi Bali (2012-2013) • Kepala Direktorat Pengawasan Industri dan Distribusi di Deputi Pengawasan Instansi Pemerintah di Bidang Perekonomian (2010-2012) • Ketua Satgas Pembinaan Penyelenggaraan SPIP BPKP (2008-2010) • Kepala Pusat Penelitian dan Pengembangan Pengawasan BPKP (2008-2010) • Koordinator Pengembang Policy Evaluation BPKP (2005-2008) • Kepala Direktorat Pengawasan Badan Usaha Agrobisnis, Jasa Konstruksi, dan perdagangan di Deputi Bidang Akuntan Negara BPK (2004-2005) • Anggota Komite Standar Akuntansi Keuangan, Ikatan Akuntansi Indonesia • Member of the Audit Committee, PT Humpuss Maritim Internasional Tbk. (2023–Present) • Member of the Audit Committee, PT GTSI Tbk. (2023–Present) • Member of the Audit Committee, PT Humpuss Intermoda Transportasi Tbk. (2022–Present) • Member of the Board, Indonesian Institute of Audit Committees (2014–Present) • Independent Commissioner & Chairman of the Audit Committee, PT PNM Ventura Capital (2016–2021) • Member of the Budget, Audit, and Actuarial Committee, BPJS Ketenagakerjaan (2016–2020) • Deputy for Public Services, Ministry of Administrative and Bureaucratic Reform (2013–2016) • Member of the GCG Task Force, BPKP Headquarters (1999–2015) • Head of BPKP Representative Office, Bali Province (2012–2013) • Director of Supervision for Industry and Distribution, Deputy for Supervision of Government Institutions in the Economic Sector (2010–2012) • Chairman of the SPIP Development Task Force, BPKP (2008–2010) • Head of the Center for Research and Development of Supervision, BPKP (2008–2010) • Coordinator for Policy Evaluation Development, BPKP (2005–2008) • Director of Supervision for Agribusiness, Construction Services, and Trade Enterprises, Deputy for State Accountant, BPK (2004–2005) • Member of the Financial Accounting Standards Committee, Indonesian Institute of Accountants
Rangkap Jabatan Concurrent Positions	Di dalam Grup Perseroan: Within the Company's Group: • Anggota Komite Audit HITS (2021-sekarang). • Member of the Audit Committee of HITS (2021–Present) • Anggota Komite Audit GTSI (2021-sekarang). • Member of the Audit Committee of GTSI (2021–Present) Di luar Perseroan: Tidak Ada Outside the Company: None
Hubungan Afiliasi Affiliation Relationships	Tidak memiliki hubungan afiliasi dengan anggota Direksi dan anggota Dewan Komisaris, serta pemegang saham utama/pengendali. Has no affiliation with members of the Board of Directors and the Board of Commissioners, or with major or controlling shareholders.



JT Duma

Anggota Komite Audit
Member of the Audit Committee

Kewarganegaraan | Citizenship	Usia | Age	Domisili | Domicile
Indonesia | Indonesian	79 tahun | 79 years	Jakarta

Periode Jabatan: Term of Office:	31 Maret 2023 s.d Sekarang March 31, 2023 – Present
Dasar Pengangkatan Basis of Appointment	Menjabat sebagai Anggota Komite Audit berdasarkan Surat Keputusan Dewan Komisaris Nomor 001/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023. Serves as a Member of the Audit Committee based on the Board of Commissioners Decree No. 002/SK/Dekom-HUMI/III/2023 dated March 31, 2023.
Pendidikan Education	• Sarjana (S1) Ekonomi dari Universitas Kristen Indonesia, Jakarta (1974); • Magister (S2) Manajemen dari LPMI, Jakarta (2004). • Bachelor's Degree (S1) in Economics, Universitas Kristen Indonesia, Jakarta (1974); • Master's Degree (S2) in Management, LPMI, Jakarta (2004).
Riwayat Profesi Professional Experience	• Anggota Komite Audit PT Humpuss Maritim Internasional Tbk. (2023-sekarang) • Anggota Komite Audit PT GTSI Tbk. (2023-sekarang) • Anggota Komite Audit PT Humpuss Intermoda Transportasi Tbk. (2023-sekarang) • Anggota Komite Nominasi dan Remunerasi PT Humpuss Intermoda Transportasi Tbk. (2020-2023) • Anggota Komite Audit PT Humpuss Intermoda Transportasi Tbk. (2012-2020) • Anggota Komite Nominasi dan Remunerasi PT Humpuss Intermoda Transportasi Tbk. (2009-2012) • Komisaris Pertambangan Batubara (2004-2009) • Komisaris PT Podium (2001-2004) • PT Pertamina (1975-2001) • Member of the Audit Committee, PT Humpuss Maritim Internasional Tbk. (2023–Present) • Member of the Audit Committee, PT GTSI Tbk. (2023–Present) • Member of the Audit Committee, PT Humpuss Intermoda Transportasi Tbk. (2023–Present) • Member of the Nomination and Remuneration Committee, PT Humpuss Intermoda Transportasi Tbk. (2020–2023) • Member of the Audit Committee, PT Humpuss Intermoda Transportasi Tbk. (2012–2020) • Member of the Nomination and Remuneration Committee, PT Humpuss Intermoda Transportasi Tbk. (2009–2012) • Commissioner, Coal Mining Sector (2004–2009) • Commissioner, PT Podium (2001–2004) • PT Pertamina (1975–2001)
Rangkap Jabatan Concurrent Positions	Di dalam Grup Perseroan: Within the Company's Group: • Anggota Komite Audit HITS (2021-sekarang). • Member of the Audit Committee of HITS (2021–Present) • Anggota Komite Audit GTSI (2021-sekarang). • Member of the Audit Committee of GTSI (2021–Present) Di luar Perseroan: Tidak Ada Outside the Company: None
Hubungan Afiliasi Affiliation Relationships	Tidak memiliki hubungan afiliasi dengan anggota Direksi dan anggota Dewan Komisaris, serta pemegang saham utama/pengendali. Has no affiliation with members of the Board of Directors and the Board of Commissioners, or with major or controlling shareholders.

Pernyataan Independensi dan Persyaratan Komite Audit

Seluruh anggota Komite memiliki komitmen dan integritas yang tinggi dengan kemampuan dan keahlian yang diperlukan di bidangnya untuk mendukung terselenggaranya tata kelola yang baik.

Dalam melaksanakan tugas dan tanggung jawabnya, seluruh anggota Komite Audit telah memenuhi seluruh kriteria independensi dan mampu menjalankan tugas dan tanggung jawabnya secara independen, menjunjung tinggi kepentingan Perseroan, dan tidak dapat dipengaruhi oleh pihak manapun, yang terdiri dari 1 orang ketua merangkap anggota yang merupakan Komisaris Independen, dan 2 orang anggota non Komisaris sebagai Pihak Independen.

Independence Statement and Requirements of the Audit Committee

All Committee members possess strong commitment and integrity, along with the necessary capabilities and expertise in their respective fields to support the implementation of good governance.

In carrying out their duties and responsibilities, all members of the Audit Committee have fulfilled all independence criteria and are able to perform their duties and responsibilities independently, uphold the interests of the Company, and are not influenced by any party. The Committee consists of 1 Chairman who concurrently serves as a member and is an Independent Commissioner, and 2 non-Commissioner members who are Independent Parties.

Pernyataan tentang Independensi Komite Audit
Statement on the Independence of the Audit Committee

Aspek Independensi Independence Aspect	Mahdan	JT Duma	Mirawati Sudjono	Daryono*
Bukan merupakan orang dalam Kantor Akuntan Publik, Kantor Konsultan Hukum, Kantor Jasa Penilai Publik atau pihak lain yang sedang atau telah memberikan jasa assurance/audit nonassurance/ audit, jasa penilai dan/atau jasa konsultasi lain kepada HUMI dan anak perusahaan dalam waktu 6 bulan terakhir sebelum penunjukan. Not a person from a Public Accounting Firm, Law Firm, Public Appraisal Firm, or any other party that is currently providing or has provided assurance/audit, non-assurance/audit, appraisal, and/or other consulting services to HUMI and its subsidiaries within the last 6 months prior to appointment.	✓	✓	✓	✓
Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan atau mengawasi kegiatan HUMI dan anak perusahaan dalam waktu 6 bulan terakhir sebelum penunjukkannya, kecuali Komisaris Independen. Not a person who works for or has the authority and responsibility to plan, lead, control, or supervise HUMI's and its subsidiaries' activities within the last 6 months prior to appointment, except for Independent Commissioners	✓	✓	✓	✓
Tidak mempunyai saham HUMI baik langsung maupun tidak langsung. Dalam hal anggota Komite memperoleh saham HUMI baik langsung maupun tidak langsung akibat suatu peristiwa hukum, maka saham tersebut wajib dialihkan kepada pihak lain dalam jangka waktu paling lama 6 bulan setelah diperolehnya saham tersebut. Does not own HUMI shares either directly or indirectly. In the event that a Committee member acquires HUMI shares either directly or indirectly due to a legal event, such shares must be transferred to another party within a maximum period of 6 months after acquisition	✓	✓	✓	✓
Tidak mempunyai hubungan Afiliasi dengan anggota Dewan Komisaris, anggota Direksi, atau Pemegang Saham Utama. Does not have any affiliation with members of the Board of Commissioners, members of the Board of Directors, or the Main Shareholders	✓	✓	✓	✓
Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha HUMI dan anak perusahaannya. Does not have any business relationship, either directly or indirectly, related to the business activities of HUMI and its subsidiaries	✓	✓	✓	✓

*Ketua Komite Audit Periode 1 Januari 2025 – 21 Januari 2026
*Chairman of the Audit Committee for the period January 1, 2025 – January 21, 2026

Selain wajib memenuhi kriteria independensi, anggota Komite Audit Perseroan juga mesti memenuhi persyaratan yang ditetapkan dalam Piagam Komite Audit, antara lain:

1. Memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman yang memadai sesuai dengan bidang pekerjaannya dan latar belakang pendidikannya, serta mampu berkomunikasi dengan baik.
2. Memahami laporan keuangan, bisnis perusahaan khususnya yang terkait dengan bisnis perusahaan, proses audit, manajemen risiko dan peraturan perundang-undangan di bidang pasar modal, peraturan industri pelayaran dan distribusi energi serta peraturan perundang-undangan lainnya.
3. Wajib mematuhi Kode Etik yang ditetapkan oleh HUMI.
4. Bersedia meningkatkan kompetensi secara terus menerus melalui pendidikan dan pelatihan.
5. Wajib memiliki paling sedikit 1 (satu) anggota yang berlatar belakang pendidikan dan keahlian di bidang akuntansi dan/atau keuangan, dan paling kurang satu anggota dengan keahlian di bidang industri pelayaran dan distribusi energi. Anggota Komite Audit yang berasal dari pihak independen dinilai memiliki keahlian di bidang keuangan atau bidang akuntansi dalam hal memenuhi kriteria:
   a. Memiliki pengetahuan di bidang keuangan dan/atau bidang akuntansi.
   b. Memiliki pengalaman kerja paling sedikit 5 (lima) tahun di bidang keuangan dan/atau bidang akuntansi.
6. Anggota Komite Audit wajib independen dan bukan merupakan bagian dari manajemen HUMI dan anak usaha/unit usaha, kecuali Komisaris Independen.
7. Bukan merupakan orang dalam Kantor Akuntan Publik, Kantor Konsultan Hukum, Kantor Jasa Penilai Publik atau pihak lain yang sedang atau telah memberikan jasa *assurance*/audit *non-assurance*/audit, jasa penilai dan/atau jasa konsultasi lain kepada HUMI dan anak perusahaan dalam waktu 6 (enam) bulan terakhir sebelum penunjukan.
8. Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan atau mengawasi kegiatan HUMI dan anak perusahaan dalam waktu 6 (enam) bulan terakhir sebelum penunjukkannya, kecuali Komisaris Independen.
9. Tidak mempunyai saham HUMI baik langsung maupun tidak langsung.
10. Dalam hal anggota Komite memperoleh saham HUMI baik langsung maupun tidak langsung akibat suatu peristiwa hukum, maka saham tersebut wajib dialihkan kepada pihak lain dalam jangka waktu paling lama 6 (enam) bulan setelah diperolehnya saham tersebut.

In addition to meeting independence criteria, members of the Company's Audit Committee must also fulfill the requirements set forth in the Audit Committee Charter, including:

1. Possessing high integrity, capability, knowledge, and adequate experience in accordance with their field of work and educational background, and having good communication skills.
2. Understanding financial statements, the Company's business (particularly related to its core activities), audit processes, risk management, and regulations in the capital market sector, shipping industry, energy distribution, and other applicable laws and regulations.
3. Being required to comply with the Code of Conduct established by HUMI.
4. Willing to continuously improve competencies through education and training.
5. Having at least 1 (one) member with an educational background and expertise in accounting and/or finance, and at least 1 (one) member with expertise in the shipping and energy distribution industry. Independent members of the Audit Committee are deemed to have expertise in finance or accounting if they meet the following criteria:
   a. Having knowledge in finance and/or accounting.
   b. Having at least 5 (five) years of work experience in finance and/or accounting.
6. Audit Committee members must be independent and not part of HUMI's management or its subsidiaries/business units, except for Independent Commissioners.
7. Not being a person from a Public Accounting Firm, Law Firm, Public Appraisal Firm, or any other party that is currently providing or has provided assurance/audit, non-assurance/audit, appraisal, and/or other consulting services to HUMI and its subsidiaries within the last 6 (six) months prior to appointment.
8. Not being a person who works for or has the authority and responsibility to plan, lead, control, or supervise HUMI's and its subsidiaries' activities within the last 6 (six) months prior to appointment, except for Independent Commissioners.
9. Not owning HUMI shares either directly or indirectly.
10. In the event that a Committee member acquires HUMI shares either directly or indirectly due to a legal event, such shares must be transferred to another party within a maximum period of 6 (six) months after acquisition.

11. Tidak mempunyai hubungan Afiliasi dengan anggota Dewan Komisaris, anggota Direksi, atau Pemegang Saham Utama.
12. Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha HUMI dan anak perusahaannya.
13. Anggota Direksi dilarang untuk menjadi anggota komite.
14. Honorarium anggota Komite Audit ditetapkan oleh Dewan Komisaris.

Tugas dan Tanggung Jawab Komite Audit

Komite Audit memiliki tugas dan tanggung jawab, antara lain:

1. Melakukan penelaahan informasi keuangan yang akan dikeluarkan oleh Perseroan kepada publik dan/atau pihak otoritas antara lain laporan keuangan, proyeksi, dan laporan lainnya terkait dengan informasi keuangan HUMI.
2. Melakukan penelaahan terhadap peraturan perundang-undangan yang berhubungan dengan kegiatan HUMI.
3. Memberikan pendapat independen dalam hal terjadinya perbedaan pendapat antara manajemen dan akuntan atas jasa yang diberikannya.
4. Membantu Dewan Komisaris dalam melakukan pengawasan aktif terhadap aktivitas auditor eksternal dengan:
   a. Memberikan rekomendasi kepada Dewan Komisaris mengenai penunjukan dan/atau penggantian Akuntan Publik yang didasarkan pada, dan tidak terbatas pada independensi, ruang lingkup penugasan, fee, keahlian, dan metode yang digunakan.
   b. Mendiskusikan rencana audit yang meliputi sifat dan ruang lingkup audit.
   c. Menelaah kecukupan pemeriksaan oleh kantor akuntan publik dengan mempertimbangkan semua risiko penting.
   d. Memantau dan mengevaluasi pelaksanaan pemberian jasa audit atas informasi keuangan historis tahunan oleh akuntan publik dan/atau Kantor Akuntan Publik termasuk kesesuaiannya dengan standard akuntansi keuangan yang berlaku, kecukupan waktu pekerjaan lapangan, kecukupan uji, dan rekomendasi perbaikan yang diberikan.
   e. Hasil evaluasi Komite Audit terhadap pelaksanaan tugas akuntan publik disampaikan paling lambat 30 (tiga puluh) hari sebelum dilaksanakannya Rapat Umum Pemegang Saham Tahunan HUMI.
5. Komite Audit berhak untuk meminta laporan Internal Audit secara resmi paling sedikit satu kali setiap bulan. Berdasarkan laporan sebagaimana dimaksud, Komite Audit menelaah dan melaporkan kepada Dewan Komisaris.

11. Not having any affiliation with members of the Board of Commissioners, members of the Board of Directors, or the Main Shareholders.
12. Not having any business relationship, either directly or indirectly, related to the business activities of HUMI and its subsidiaries.
13. Members of the Board of Directors are prohibited from serving as Committee members.
14. Honorarium of Audit Committee members is determined by the Board of Commissioners.

Duties and Responsibilities of the Audit Committee

The Audit Committee has the following duties and responsibilities:

1. Reviewing financial information to be issued by the Company to the public and/or authorities, including financial statements, projections, and other reports related to HUMI's financial information.
2. Reviewing compliance with laws and regulations related to HUMI's activities.
3. Providing independent opinions in the event of differences of opinion between management and accountants regarding services rendered.
4. Assisting the Board of Commissioners in actively supervising external auditor activities by:
   a. Providing recommendations to the Board of Commissioners regarding the appointment and/or replacement of Public Accountants based on, but not limited to, independence, scope of engagement, fees, expertise, and methods used.
   b. Discussing audit plans, including the nature and scope of the audit.
   c. Reviewing the adequacy of examinations conducted by the Public Accounting Firm by considering all significant risks.
   d. Monitoring and evaluating the implementation of audit services on annual historical financial information by the Public Accountant and/or Public Accounting Firm, including compliance with applicable financial accounting standards, adequacy of fieldwork duration, sufficiency of testing, and improvement recommendations provided.
   e. The results of the Audit Committee's evaluation of the Public Accountant's performance must be submitted no later than 30 (thirty) days prior to the Annual General Meeting of Shareholders of HUMI.
5. The Audit Committee has the right to formally request Internal Audit reports at least once a month. Based on such reports, the Audit Committee reviews and reports to the Board of Commissioners.

6. Menelaah dan melaporkan kepada Dewan Komisaris atas pengaduan pelanggaran terhadap ketentuan atau peraturan yang berlaku di HUMI.
7. Menjaga kerahasiaan dokumen, data dan informasi Perseroan.
8. Penilaian kinerja Komite Audit dilakukan oleh Dewan Komisaris.
9. Ketua Komite Audit juga bertugas dan bertanggung jawab untuk melakukan koordinasi atas seluruh kegiatan Komite untuk memenuhi tujuan Komite sesuai dengan pembentukannya, diantaranya bertanggung jawab untuk hal-hal sebagai berikut:
   a. Menentukan rencana kerja tahunan.
   b. Menentukan jadwal rapat tahunan.
   c. Membuat laporan berkala mengenai kegiatan Komite serta hal-hal yang dirasakan perlu untuk menjadi perhatian Dewan Komisaris.
   d. Membuat Self-Asessment mengenai efektifitas dari kegiatan komite.
   e. Menunjuk anggota Komite Audit non-Dewan Komisaris atau menunjuk pihak ketiga lainnya sebagai sekretaris Komite untuk mencatat Rapat Komite Audit dan membuat Risalah Rapat Komite Audit.

6. Reviewing and reporting to the Board of Commissioners on complaints regarding violations of applicable regulations within HUMI.
7. Maintaining the confidentiality of the Company's documents, data, and information.
8. The performance of the Audit Committee is evaluated by the Board of Commissioners.
9. The Chairman of the Audit Committee is also responsible for coordinating all Committee activities to fulfill its objectives, including responsibility for:
   a. Determining the annual work plan.
   b. Determining the annual meeting schedule.
   c. Preparing periodic reports on Committee activities and matters requiring the attention of the Board of Commissioners.
   d. Conducting a self-assessment of the effectiveness of Committee activities.
   e. Appointing non-Board of Commissioners Audit Committee members or third parties as Committee Secretary to record Audit Committee meetings and prepare meeting minutes.

Rapat dan Tingkat Kehadiran Rapat Komite Audit

Rapat Komite Audit telah diatur dalam Piagam Komite Audit, yakni Komite Audit wajib menyelenggarakan rapat sekurangkurangnya 4 kali dalam 1 tahun dan dihadiri oleh sekurangkurangnya 51% dari anggota, termasuk Komisaris Independen dan pihak eksternal yang independen. Rapat dapat diselenggarakan baik dengan kehadiran secara fisik maupun non-fisik. Rapat yang tidak dihadiri secara fisik dilakukan melalui media telekonferensi, video konferensi, atau sarana media elektronik lainnya yang memungkinkan semua peserta Rapat Komite saling melihat dan mendengar secara langsung, serta berpartisipasi dalam rapat.

Sepanjang tahun 2025, Komite Audit telah mengadakan rapat sebanyak 19 (sembilan belas) kali rapat. Frekuensi dan tingkat kehadiran anggota Komite Audit dalam Rapat Komite Audit adalah sebagai berikut:

Audit Committee Meetings and Attendance Rate

Audit Committee meetings are regulated in the Audit Committee Charter, which stipulates that the Audit Committee must hold meetings at least 4 (four) times a year and be attended by at least 51% of members, including Independent Commissioners and independent external parties. Meetings may be conducted either physically or non-physically. Meetings not attended physically may be conducted via teleconference, video conference, or other electronic media that allow all participants to see and hear each other directly and participate in the meeting.

Throughout 2025, the Audit Committee held 19 (nineteen) meetings. The frequency and attendance rate of Audit Committee members at meetings are as follows:

Rekapitulasi Kehadiran Komite Audit pada Rapat Komite Audit Tahun 2025
Recapitulation of Audit Committee Attendance at Audit Committee Meetings in 2025

Nama dan Jabatan Name and Position	Jumlah Wajib Rapat Number of Required Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran Attendance %
Daryono (Ketua)	19	19	100,00
Mirawati Sudjono (Anggota)	19	19	100,00
JT Duma (Anggota)	19	19	100,00
Rata-rata Kehadiran Average Attendance			**100,00**

Dalam rapat Komite Audit sendiri terdapat 12 kali rapat internal Komite Audit, 2 kali rapat Komite Audit bersama dengan Internal Audit, 4 kali rapat Komite Audit dengan Kantor Akuntan Publik (KAP) dan 1 kali rapat gabungan Komite Audit secara Grup.

Within the Audit Committee meetings, there were 12 internal Audit Committee meetings, 2 Audit Committee meetings with Internal Audit, 4 Audit Committee meetings with the Public Accounting Firm (KAP), and 1 joint Audit Committee meeting at the Group level.

Sepanjang tahun 2025, rapat Komite Audit telah membahas agenda-agenda sebagai berikut:

Throughout 2025, Audit Committee meetings discussed the following agendas:

Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
13 Januari 2025 January 13, 2025	Rapat Komite Audit, dengan EY Audit Committee Meeting with EY	• Daryono • JT Duma • Mirawati Sudjono
5 Februari 2025 February 5, 2025	Rapat Komite Audit Audit Committee Meeting	
18 Februari 2025 February 18, 2025	Rapat Komite Audit Audit Committee Meeting	
6 Maret 2025 March 6, 2025	Rapat Komite Audit Audit Committee Meeting	
27 Maret 2025 March 27, 2025	Rapat Komite Audit, dengan EY Audit Committee Meeting with EY	
16 April 2025 April 16, 2025	Rapat Komite Audit Audit Committee Meeting	
28 Mei 2025 May 28, 2025	Rapat Komite Audit Audit Committee Meeting	
25 Juni 2025 June 25, 2025	Rapat Komite Audit dengan Internal Audit Audit Committee Meeting with Internal Audi	
7 Juli 2025 July 7, 2025	Rapat Komite Audit Audit Committee Meeting	
12 Agustus 2025 August 12, 2025	Rapat Komite Audit Audit Committee Meeting	
11 September 2025 September 11, 2025	Rapat Komite Audit Audit Committee Meeting	
11 September 2025 September 11, 2025	Rapat Komite Audit HIT, HUMI, GTSI Joint Audit Committee Meeting (HIT, HUMI, GTSI)	
18 September 2025 September 18, 2025	Rapat Komite Audit dengan Internal Audit Audit Committee Meeting with Internal Audi	
24 September 2025 September 24, 2025	Rapat Komite Audit Audit Committee Meeting	• Daryono • JT Duma • Mirawati Sudjono
27 October 2025 October 27, 2025	Rapat Komite Audit Audit Committee Meeting	
13 November 2025 November 13, 2025	Rapat Komite Audit, dengan EY Audit Committee Meeting with EY	
25 November 2025 November 25, 2025	Rapat Komite Audit Audit Committee Meeting	
9 December 2025 December 9, 2025	Rapat Komite Audit Audit Committee Meeting	
22 December 2025 December 22, 2025	Rapat Komite Audit, dengan EY Audit Committee Meeting with EY	

Laporan Pelaksanaan Tugas Komite Audit Tahun 2025

Selama tahun 2025, Komite Audit melaksanakan tugas dan tanggung jawab meliputi aktivitas dan rekomendasi yang dihasilkan sebagai berikut:

Report on the Implementation of Audit Committee Duties in 2025

During 2025, the Audit Committee carried out its duties and responsibilities, including the following activities and resulting recommendations:

1. Melakukan penelaahan kembali dan meriviu Piagam Komite Audit dan Piagam Audit Internal.
2. Melakukan rapat koordinasi dengan Internal Audit dan memberikan saran atas temuan Internal Audit.
3. Memberikan saran kepada Dewan Komisaris sehubungan audit dan manajemen risiko.
4. Menghadiri rapat Komite dan memberikan saran.
5. Melakukan rapat dengan Kantor Akuntan Publik sehubungan dengan audit atas Laporan Keuangan.
6. Melakukan evaluasi terhadap efektivitas Audit Internal.

Pernyataan Komite Audit Atas Kecukupan Sistem Pengendalian Internal dan Sistem Manajemen Risiko

Sepanjang tahun 2025, Komite Audit telah melaksanakan tugas dan tanggung jawab termasuk juga melakukan evaluasi dalam pengelolaan Perseroan yang berkaitan dengan sistem pengendalian intern dan sistem manajemen risiko. Lebih lanjut, melalui evaluasi yang telah dilakukan, Komite Audit menilai bahwa:

a. Perseroan telah memiliki Sistem Pengendalian Intern dan Manajemen Risiko yang terus-menerus dilakukan monitoring, reviu, dan perbaikan.
b. Pelaksanaan sistem pengendalian intern yang dilakukan oleh perseoran saat ini masih belum berjalan efektif dan masih harus ditingkatkan kembali. Hal ini tercermin dari evaluasi terhadap rencana Audit Internal tahunan, memantau pelaksanaan dan hasil audit, serta tindak lanjut penyelesaiannya oleh manajemen perseoran.

Menurut Komite Audit, HUMI memiliki sistem pengendalian intern dan sistem manajemen risiko yang dapat mengantisipasi dan mengelola risiko, mempertimbangkan perubahan profil risiko yang diakibatkan oleh perubahan strategi bisnis, serta mencermati faktor ekstern dan ketentuan regulator. Hal ini juga tercermin dari efektivitas pelaksanaan fungsi-fungsi pengendalian intern dan manajemen risiko.

Rencana Kerja Komite Audit Tahun 2026

Komite Audit telah menetapkan rencana kerja tahun 2026 dengan memberikan prioritas strategis sebagai berikut:

1. Melakukan kajian terhadap akuntabilitas dan transparansi laporan keuangan.
2. Melakukan kajian terhadap efektivitas pengendalian internal.
3. Melakukan kajian terkait tata kelola.
4. Melakukan pengawasan terkait pertumbuhan bisnis dan strategi.

1. Reviewing and reassessing the Audit Committee Charter and Internal Audit Charter.
2. Holding coordination meetings with Internal Audit and providing input on Internal Audit findings.
3. Providing advice to the Board of Commissioners regarding audit and risk management.
4. Attending Committee meetings and providing input.
5. Holding meetings with the Public Accounting Firm in relation to the audit of the financial statements.
6. Conducting evaluations of the effectiveness of Internal Audit.

Statement of the Audit Committee on the Adequacy of the Internal Control System and Risk Management System

Throughout 2025, the Audit Committee has carried out its duties and responsibilities, including conducting evaluations related to the Company's internal control system and risk management system. Based on these evaluations, the Audit Committee is of the view that:

a. The Company has established an Internal Control System and Risk Management System that are continuously monitored, reviewed, and improved.
b. The implementation of the internal control system is not yet fully effective and still requires further enhancement. This is reflected in the evaluation of the annual Internal Audit plan, monitoring the implementation and results of audits, and the follow-up actions taken by management.

According to the Audit Committee, HUMI has an internal control system and risk management system capable of anticipating and managing risks, taking into account changes in the risk profile due to shifts in business strategy, as well as external factors and regulatory requirements. This is also reflected in the effectiveness of the implementation of internal control and risk management functions.

Audit Committee Work Plan for 2026

The Audit Committee has established a work plan for 2026 by providing the following strategic priorities:

1. Conduct a study on the accountability and transparency of financial statements.
2. Conduct a study on the effectiveness of internal control.
3. Conduct a study related to governance.
4. Conducting supervision related to business growth and strategy.

Pelatihan dan Peningkatan Kompetensi Komite Audit tahun 2025

Perseroan senantiasa menyelenggarakan program pendidikan ataupun pelatihan untuk anggota Komite Audit dalam rangka meningkatkan kompetensi dan penambahan wawasan guna mendukung pelaksanaan tugas dan tanggung jawab setiap anggota Komite Audit.

Sepanjang 2025, anggota Komite Audit telah mengikuti program pelatihan dan pengembangan kompetensi sebagai berikut:

Training and Competency Development of the Audit Committee in 2025

The Company continuously organizes education and training programs for Audit Committee members to enhance competencies and broaden insights in support of the execution of their duties and responsibilities.

Throughout 2025, Audit Committee members participated in the following training and competency development programs:

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Topic	Lokasi Location	Penyelenggara Organizer
Daryono, Ketua Komite Audit | Chairman of Audit Committee			
Pendidikan ataupun pelatihan yang diikuti oleh Daryono sebagai Ketua Komite Audit sepanjang tahun 2025 dapat dilihat di bagian Pelatihan dan Peningkatan Kompetensi Dewan Komisaris. Education or training attended by Daryono as Chairman of the Audit Committee throughout 2025 can be found in the Training and Competency Development section of the Board of Commissioners.			
Mirawati Sudjono, Anggota Komite | Audit Member of Audit Committee			
20 Januari 2025 January 20, 2025	Seminar : Peran Dewan Komisaris dalam aspek hukum Laporan Keuangan dan Laporan Tahunan Perusahaan	Online Zoom Meeting	IKAI
23 Januari 2025 January 23, 2025	Transformasi Digital : Tren Inovasi Teknologi di Sektor Keuangan	Online Zoom Meeting	OJK
4 Februari 2025 February 4, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
17 Februari 2025 February 17, 2025	Fundamental Auditor Internal (QIA) sebagai narasumber	Jakarta	YPIA/CIAR
19 Februari 2025 February 19, 2025	Finance for nonFinance sebagai narasumber	Jakarta	MMI
20 Februari 2025 February 20, 2025	Outlook Ekonomi dan Keuangan Tahun 2025	Online Zoom Meeting	OJK
25 Februari 2025 February 25, 2025	Peran GRC dalam meningkatkar kepercayaan investor dar stabilitas sektor keuangan	Online Zoom Meeting	OJK
8 Maret 2025 March 8, 2025	Etika dalam GRC	Online Zoom Meeting	AAI
17 Maret 2025 March 17, 2025	Internal Audit for Non Auditor & Beginner sebagai narasumber	Jakarta	YPIA/CIAR
21 April 2025 April 21, 2025	Fundamental Auditor Internal (QIA) sebagai narasumber	Jakarta	YPIA/CIAR
6 Mei 2025 May 6, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
17 Juni 2025 June 17, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
19 Juni 2025 June 19, 2025	Strategi aman transaksi kripto dan keuangan digital : Perlindungan data pribadi	Online Zoom Meeting	OJK
20 Juni 2025 June 20, 2025	Internal Audit Standard & Ethic, Qualified Healthcare Internal sebagai narasumber	Jakarta	YPIA/CIAR
1 Juli 2025 July 1, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
17 Juli 2025 July 17, 2025	Implementasi dan Peran Industri Keuangan dalam Bisnis dan HAM	Online Zoom Meeting	OJK
22 Juli 2025 July 22, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
11 Agustus 2025 August 11, 2025	Standar pengungkapan keberlanjutan (SPK) dan tantangan penerapan dalam transformasi keuangan berkelanjutan	Jakarta	IAI

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Topic	Lokasi Location	Penyelenggara Organizer
26 Agustus 2025 August 26, 2025	Internal Control Over Financial Reporting (ICOFR)	Jakarta	IKAI
27 Agustus 2025 August 27, 2025	Konferensi IA Auditor Tommorrow	Jakarta	IIA
9 September 2025 September 9, 2025	UMKM Mendunia : Strategi Peningkatan Skala Bisnis	Online Zoom Meeting	OJK
15 September 2025 September 15, 2025	Konsep Dasar Audit Internal Pemerintah, Qualified Government Internal Auditor (QGIA) sebagai narasumber	Jakarta	YPIA/CIAR
30 September 2025 September 30, 2025	Sustainability Reporting Impact and Implementation of PSPK 1 & 2 for Professional sebagai narasumber	Jakarta	IKAI
25 October 2025 October 25, 2025	Transformasi Generative AI	Online Zoom Meeting	OJK
25 October 2025 October 25, 2025	State Owned Enterprise at the Crossroads	Jakarta	YPIA/CIAR
17 November 2025 November 17, 2025	Fundamental Auditor Internal (QIA) sebagai narasumber	Jakarta	YPIA/CIAR
18 November 2025 November 18, 2025	Sertifikasi in Audit Committee Practice (CACP) sebagai narasumber	Jakarta	IKAI
3 December 2025 December 3, 2025	Seminar Nasional	Jakarta	YPIA/CIAR

Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi merupakan salah satu Komite penunjang Dewan Komisaris yang dibentuk untuk membantu Dewan Komisaris dalam menjalankan fungsi pengawasan dan pemberian nasihat mengenai penetapan kualifikasi dan proses nominasi serta remunerasi Dewan Komisaris dan Direksi. Dengan mengacu pada SK No. 001/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Nominasi dan Remunerasi.

Dasar Hukum

Dasar hukum yang menjadi acuan pembentukan Komite Nominasi dan Remunerasi Perseroan, antara lain:

1. Peraturan Otoritas Jasa Keuangan (POJK) dan Surat Edaran OJK, terkait Penerapan Tata Kelola, Komite Nominasi dan Remunerasi.
2. Anggaran Dasar Perseroan tentang tugas dan wewenang Dewan Komisaris.
3. Piagam Dewan Komisaris

Piagam Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi Perseroan telah memiliki Piagam atau Pedoman yang disetujui pada tanggal 4 November 2022 dan diperbaharui pada 21 Januari 2026 oleh Dewan Komisaris, dan digunakan

Nomination And Remuneration Committee

The Nomination and Remuneration Committee is one of the supporting committees of the Board of Commissioners, established to assist the Board of Commissioners in carrying out its supervisory function and providing advice regarding the determination of qualifications, nomination processes, and remuneration of the Board of Commissioners and the Board of Directors. This refers to Decree No. 001/SK/Dekom-HUMI/III/2023 dated March 31, 2023 concerning the Establishment and Work Guidelines of the Nomination and Remuneration Committee.

Legal Basis

The legal basis underlying the establishment of the Company's Nomination and Remuneration Committee includes:

1. Financial Services Authority (OJK) Regulations (POJK) and OJK Circular Letters related to the implementation of governance and the Nomination and Remuneration Committee.
2. The Company's Articles of Association regarding the duties and authorities of the Board of Commissioners.
3. Board of Commissioners Charter.

Nomination and Remuneration Committee Charter

The Company's Nomination and Remuneration Committee has a Charter or Guidelines approved on November 4, 2022 which was updated on January 21, 2026 by the Board of Commissioners, which serves as the