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

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

sebagai Landasan Kerja Komite Nominasi dan Remunerasi (Nomination and Remuneration Committee Charter/NRCC) yang bersifat mengikat bagi seluruh anggota komite, dan telah diunggah ke situs web Perseroan, www.humi.co.id. Adapun isi dari Piagam Komite Nominasi dan Remunerasi adalah sebagai berikut:

1. Pendahuluan.
2. Dasar Hukum.
3. Definisi.
4. Komposisi, Struktur, dan Masa Jabatan.
5. Persyaratan Keanggotaan.
6. Tugas dan Tanggung Jawab.
   a. Terkait dengan fungsi Nominasi.
   b. Terkait dengan fungsi Remunerasi.
7. Tata Cara, Prosedur dan Penyelenggaraan Rapat.
8. Pelaporan.
9. Standar Etika.
10. Penutup.

Masa Jabatan Komite Nominasi dan Remunerasi

Masa jabatan anggota Komite Nominasi Remunerasi tidak boleh lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam Anggaran Dasar Perseroan, dan hanya dapat dipilih kembali hanya untuk satu periode berikutnya. Penggantian anggota Komite Nominasi dan Remunerasi yang bukan berasal dari Dewan Komisaris dilakukan paling lambat 60 hari sejak anggota Komite Nominasi dan Remunerasi dimaksud tidak dapat lagi melaksanakan fungsinya.

Jumlah, Susunan, dan Komposisi Komite Nominasi dan Remunerasi

Jumlah, susunan, dan komposisi anggota Komite Nominasi dan Remunerasi Perseroan telah diatur dalam Piagam Komite Nominasi dan Remunerai, yakni:

1. Jumlah anggota Komite Nominasi dan Remunerasi terdiri dari paling sedikit terdiri dari 3 (tiga) orang yang berasal dari Komisaris Independen dan anggota lainnya yang dapat berasal dari:
   a. Anggota Dewan Komisaris,
   b. Pihak yang berasal dari luar Perseroan, dan/atau
   c. Pihak yang menduduki jabatan manajerial di bawah Direksi yang membidangi SDM, dengan ketentuan bahwa sebagian besar anggota Komite Nominasi dan Remunerasi tidak dapat berasal dari pihak dengan jabatan manajerial yang membidangi SDM.
2. Komite Nominasi dan Remunerasi Perseroan diketuai oleh salah seorang Komisaris Independen merangkap sebagai anggota.

working foundation of the Nomination and Remuneration Committee (Nomination and Remuneration Committee Charter/NRCC), binding on all committee members, and has been uploaded to the Company's website, www.humi.co.id. The contents of the Nomination and Remuneration 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.
   a. Related to the Nomination function.
   b. Related to the Remuneration function.
7. Procedures, Methods, and Conduct of Meetings.
8. Reporting.
9. Ethical Standards.
10. Closing.

Term of Office of the Nomination and Remuneration Committee

The term of office of members of the Nomination and Remuneration Committee must not exceed the term of office of the Board of Commissioners as stipulated in the Company's Articles of Association and may only be reappointed for one subsequent term. Replacement of Nomination and Remuneration Committee members who are not from the Board of Commissioners must be carried out no later than 60 days after the respective member is no longer able to perform their duties.

Number, Structure, and Composition of the Nomination and Remuneration Committee

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

1. the number of Nomination and Remuneration Committee members consists of at least 3 (three) persons, comprising independent commissioners and other members who may come from:
   a. Members of the Board of Commissioners,
   b. Parties from outside the Company, and/or
   c. Parties holding managerial positions under the Board of Directors responsible for Human Capital, provided that the majority of Nomination and Remuneration Committee members must not come from managerial positions responsible for Human Capital.
2. The Company's Nomination and Remuneration Committee is chaired by an Independent Commissioner who concurrently serves as a member.

Tidak ada perubahan komposisi dan susunan Komite Nominasi dan Remunerasi pada Tahun 2025. Adapun komposisi dan susunan Komite Nominasi dan Remunerasi HUMI per 31 Desember 2025, adalah sebagai berikut:

There were no changes in the composition and structure of the Nomination and Remuneration Committee in 2025. The composition and structure of HUMI's Nomination and Remuneration Committee as of December 31, 2025 are as follows:

Susunan Komite Nominasi dan Remunerasi
Composition of the Nomination and Remuneration 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 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
HM Roy Sembel	Anggota Member	SK Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
Desi Arifianti	Anggota Member	SK Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/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 001/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 001/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
HM Roy Sembel	Anggota Member	SK Dewan Komisaris Nomor 002/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 001/SK/Dekom-HUMI/III/2023 dated March 31, 2023	31 Maret 2023 s.d Sekarang March 31, 2023 – January 21, 2026	Ke-1 1st
Desi Arifianti	Anggota Member	SK Dewan Komisaris Nomor 001/SK/Dekom-HUMI/III/2023 tanggal 31 Maret 2023 Board of Commissioners Decree No. 001/SK/Dekom-HUMI/III/2023 dated March 31, 2023	31 Maret 2023 s.d Sekarang March 31, 2023 – January 21, 2026	Ke-1 1st

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 – Now				
Mahdan	Ketua Chairman	SK Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
HM Roy Sembel	Anggota Member	SK Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st
Desi Arifianti	Anggota Member	SK Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 tanggal 21 Januari 2026 Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026 dated January 21, 2026	21 Januari 2026 s.d Sekarang January 21, 2026 – Present	Ke-1 1st

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

Profil Komite Nominasi dan Remunerasi

Profile of the Nominating and Compensation Committee

Mahdan
Ketua Komite Nominasi dan Remunerasi Periode 21 Januari 2026 – Sekarang
Chairman of the Nomination and Remuneration 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 Nominasi dan Remunerasi Periode 1 Januari 2025 – 21 Januari 2026
Chairman of the Nomination and Remuneration 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.



HM Roy Sembel

Anggota Komite Nominasi dan Remunerasi
Member of the Nomination and Remuneration Committee

Kewarganegaraan | Citizenship	Usia | Age	Domisili | Domicile
Indonesia | Indonesian	61 tahun | 61 years	Jakarta

Periode Jabatan: Term of Office:	21 Januari 2025 s.d Sekarang January 21, 2025 – Present
Dasar Pengangkatan Basis of Appointment	Menjabat sebagai Anggota Komite Audit berdasarkan Surat Keputusan Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 Serves as a Member of the Audit Committee based on the Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026
Pendidikan Education	• Sarjana (S1) FMIPA/Statistik dari Institut Pertanian Bogor (IPB), Bogor (1986); • Magister Manajemen (S2) bidang Manajemen dan Keuangan dari University of Pennsylvania, Amerika Serikat (1989); • Magister Manajemen (S2) bidang Manajemen dan Keuangan dari Erasmus University Rotterdam, Belanda (1990); • Doktoral (S3) bidang Corporate Finance di University of Pittsburgh, Amerika Serikat (1996). • Bachelor's Degree (S1) in Statistics, Faculty of Mathematics and Natural Sciences, Bogor Agricultural Institute (IPB), Bogor (1986); • Master of Management (S2) in Management and Finance, University of Pennsylvania, United States (1989); • Master of Management (S2) in Management and Finance, Erasmus University Rotterdam, Netherlands (1990); • Doctoral Degree (S3) in Corporate Finance, University of Pittsburgh, United States (1996).
Riwayat Profesi Riwayat Profesi	Beliau pernah menyandang berbagai jabatan penting sebelumnya, di antaranya yaitu: • Dekan IPMI International Business School (2013-2017) • Dekan UPH Business School (2008-2010) • Dekan Fakultas Ekonomi Universitas Multimedia Nusantara (2006-2008) • Direktur Program MM Keuangan Universitas Bina Nusantara (2001-2006) Selain itu, beliau juga pernah menjabat sebagai: • Komisaris Independen di PT Humpuss Intermoda Transportasi Tbk (2013-2018). • Senior Counselor di Vriens & Partner (2012-2015). • Komisaris Independen dan Ketua Komite Pemantau Risiko di Bank Niaga (2005-2007). • Konsultan Senior di McKinsey & Co Indonesia (1998-2001). He has previously held various important positions, including: • Dean, IPMI International Business School (2006-2008) • Dean, UPH Business School (2008-2010) • Dean, Faculty of Economics, Universitas Multimedia Nusantara (2006-2008) • Director of Master of Management in Finance Program, Bina Nusantara University (2001-2006) In addition, he has also served as: • Independent Commissioner, PT Humpuss Intermoda Transportasi Tbk (2013–2018) • Senior Counselor, Vriens & Partners (2012–2015) • Independent Commissioner and Chairman of the Risk Monitoring Committee, Bank Niaga (2005–2007) • Senior Consultant, McKinsey & Co Indonesia (1998–2001)
Rangkap Jabatan Concurrent Positions	Di Dalam Grup Perseroan: Within the Company's Group: 1. Komisaris Utama PT ETSI Hutama Maritim (2016-Sekarang) President Commissioner, PT ETSI Hutama Maritim (2016-Present) 2. Anggota Komite KNR HITS (2021-sekarang). Member of the Nomination and Remuneration Committee of HITS (2021-Present) 3. Anggota Komite KNR GTSI (2021-sekarang). Member of the Nomination and Remuneration 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.



Desi Arifianti

Anggota Komite Nominasi dan Remunerasi
Member of the Nomination and Remuneration Committee

Kewarganegaraan | Citizenship
Indonesia | Indonesian

Usia | Age
44 tahun | 44 years

Domisili | Domicile
Jakarta

Periode Jabatan: Term of Office:	21 Januari 2025 s.d Sekarang January 21, 2025 – Present
Dasar Pengangkatan Basis of Appointment	Menjabat sebagai Anggota Komite Audit berdasarkan Surat Keputusan Dewan Komisaris Nomor 007/SK/Dekom-HUMI/I/2026 Serves as a Member of the Audit Committee based on the Board of Commissioners Decree No. 007/SK/Dekom-HUMI/I/2026
Pendidikan Education	Sarjana (S1) Sastra Inggris dari Universitas Pertiwi, Jakarta (2004). Bachelor's Degree (S1) in English Literature, Universitas Pertiwi, Jakarta (2004).
Riwayat Profesi Riwayat Profesi	• Kepala Departemen Human Capital and General Affair HUMI (2023-sekarang). • Asistan Manajer Human Capital HITS (2016-2022). • Sekretaris Direktur Utama HITS (2013-2015). • PT Humpuss (2004-2012). Selain itu, beliau juga pernah menjabat sebagai: • Komisaris Independen di PT Humpuss Intermoda Transportasi Tbk (2013-2018). • Senior Counselor di Vriens & Partner (2012-2015). • Komisaris Independen dan Ketua Komite Pemantau Risiko di Bank Niaga (2005-2007). • Konsultan Senior di McKinsey & Co Indonesia (1998-2001). • Head of Human Capital and General Affairs Department, HUMI (2023–Present) • Assistant Manager of Human Capital, HITS (2016–2022) • Secretary to the President Director, HITS (2013–2015) • PT Humpuss (2004–2012)
Rangkap Jabatan Concurrent Positions	Di dalam Grup Perseroan: Within the Company's Group: • Anggota Komite KNR HITS (2021-sekarang). • Member of the Nomination and Remuneration Committee of HITS (2021–Present) • Anggota Komite KNR GTSI (2021-sekarang). • Member of the Nomination and Remuneration 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 Nominasi Dan Remunerasi

Dalam melaksanakan tugas dan tanggung jawabnya, seluruh anggota Komite Nominasi dan Remunerasi 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.

Seluruh anggota Komite Nominasi dan Remunerasi melaksanakan tugas, tanggung jawab dan wewenangnya secara profesional dan independen, tanpa campur

Independence Statement and Requirements of the Nomination and Remuneration Committee

In carrying out their duties and responsibilities, all members of the Nomination and Remuneration 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.

All members of the Nomination and Remuneration Committee perform their duties, responsibilities, and authorities professionally and independently, without

tangan dari pihak manapun yang tidak sesuai dengan peraturan perundang-undangan.

interference from any party that is not in accordance with applicable laws and regulations.

Pernyataan tentang Independensi Komite Nominasi dan Remunerasi
Statement on the Independence of the Nomination and Remuneration Committee

Aspek Independensi Independence Aspect	Mahdan	Roy Sembel	Desi Arifianti	Daryono*
Tidak mempunyai hubungan Afiliasi dengan anggota Dewan Komisaris, anggota Direksi, atau Pemegang Saham Utama. No affiliation with members of the Board of Commissioners, Board of Directors, or Major Shareholders	✓	✓	✓	✓
Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha HUMI dan anak perusahaannya. No direct or indirect business relationship related to HUMI's business activities and its subsidiaries	✓	✓	✓	✓
Tidak mempunyai saham HUMI baik langsung maupun tidak langsung. No ownership of HUMI shares, either directly or indirectly	✓	✓	✓	✓

*Ketua Komite Nominasi & Remunerasi Periode 1 Januari 2025 – 21 Januari 2026
*Chairman of the Nominating and Compensation Committee for the term January 1, 2025 – January 21, 2026

Selain harus memenuhi kriteria independensi, anggota Komite Nominasi dan Remunerasi juga harus memenuhi persyaratan yang telah ditetapkan dalam Piagam Komite Nominasi dan Remunerasi, yakni:

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 bisnis perusahaan khususnya yang terkait dengan bisnis perusahaan 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. Memiliki pengetahuan dan pengalaman di bidang terkait Nominasi dan/atau Remunerasi.
6. Tidak mempunyai hubungan Afiliasi dengan anggota Dewan Komisaris, anggota Direksi, atau Pemegang Saham Utama.
7. Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha HUMI dan anak perusahaannya.
8. Anggota Direksi dilarang untuk menjadi anggota Komite Nominasi dan Remunerasi.

In addition to meeting independence criteria, members of the Nomination and Remuneration Committee must also fulfill the requirements set forth in the Nomination and Remuneration Committee Charter, namely:

1. Having high integrity, adequate competence, knowledge, and experience in accordance with their field of work and educational background, as well as good communication skills.
2. Understanding the Company's business, particularly those related to its operations, capital market regulations, shipping and energy distribution industry regulations, and other applicable laws and regulations.
3. Being required to comply with the Code of Conduct established by HUMI.
4. Willing to continuously enhance competence through education and training.
5. Having knowledge and experience in the fields related to Nomination and/or Remuneration.
6. Having no affiliation with members of the Board of Commissioners, Board of Directors, or Major Shareholders.
7. Having no direct or indirect business relationship related to HUMI's business activities and its subsidiaries.
8. Members of the Board of Directors are prohibited from becoming members of the Nomination and Remuneration Committee.

Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi memiliki tugas dan tanggung jawab antara lain:

Duties and Responsibilities of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee has the following duties and responsibilities:

1. **Terkait dengan Fungsi Nominasi:**
   a. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
      - Komposisi jabatan anggota Direksi dan/atau anggota Dewan Komisaris.
      - Kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi.
      - Kebijakan evaluasi kinerja bagi anggota Direksi dan/atau anggota Dewan Komisaris.

   b. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi.

   c. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.
   d. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.
   e. Komite Nominasi dan Remunerasi wajib melakukan hal-hal sebagai berikut:
      - Memberikan rekomendasi komposisi dan proses Nominasi anggota Direksi dan/atau anggota Dewan Komisaris.
      - Menyusun kebijakan mengenai sistem, prosedur pemilihan dan/atau penggantian serta kriteria yang dibutuhkan dalam proses Nominasi calon anggota Dewan Komisaris, Direksi HUMI.
      - Membantu pelaksanaan evaluasi atas kinerja anggota Direksi dan/atau anggota Dewan Komisaris.
      - Menyusun program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.
      - Membantu penelaahan dan pengusulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.

2. **Terkait dengan Fungsi Remunerasi:**
   a. Memberikan rekomendasi kepada Dewan Komisaris terkait remunerasi anggota Direksi dan/atau Dewan Komisaris khususnya:
      - Struktur Remunerasi, berupa gaji, honorarium, insentif dan/atau tunjangan yang bersifat tetap dan/atau variabel sesuai

1. **Related to the Nomination Function:**
   a. Providing recommendations to the Board of Commissioners regarding:
      - The composition of positions of members of the Board of Directors and/or Board of Commissioners.
      - Policies and criteria required in the nomination process.
      - Performance evaluation policies for members of the Board of Directors and/or Board of Commissioners.
   b. Assisting the Board of Commissioners in assessing the performance of members of the Board of Directors and/or Board of Commissioners based on predetermined benchmarks as evaluation materials.
   c. Providing recommendations to the Board of Commissioners regarding competency development programs for members of the Board of Directors and/or Board of Commissioners.
   d. Proposing candidates who meet the requirements as members of the Board of Directors and/or Board of Commissioners to the Board of Commissioners to be submitted to the GMS.
   e. The Nomination and Remuneration Committee is required to carry out the following:
      - Providing recommendations on the composition and nomination process of members of the Board of Directors and/or Board of Commissioners.
      - Formulating policies on systems, procedures for selection and/or replacement, and criteria required in the nomination process of candidates for members of the Board of Commissioners and Board of Directors of HUMI.
      - Assisting in the implementation of performance evaluations of members of the Board of Directors and/or Board of Commissioners.
      - Preparing competency development programs for members of the Board of Directors and/or Board of Commissioners.
      - Assisting in reviewing and proposing candidates who meet the requirements as members of the Board of Directors and/or Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

2. **Related to the Remuneration Function:**
   a. Providing recommendations to the Board of Commissioners regarding the remuneration of members of the Board of Directors and/or Board of Commissioners, particularly:
      - Remuneration structure, including salary, honorarium, incentives, and/or allowances,

dengan kegiatan usaha dan skala usaha HUMI di industri.

- Kebijakan atas Remunerasi.
- Besaran atas Remunerasi.

b. Kegiatan sebagaimana angka 1 (satu) di atas dapat dilakukan dengan bantuan pihak ketiga yang independen dan dievaluasi oleh Komite Nominasi dan Remunerasi secara berkala sesuai dengan ketentuan HUMI.
c. Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian Remunerasi yang diterima masing-masing anggota Direksi dan anggota Dewan Komisaris.

whether fixed and/or variable, in accordance with HUMI's business activities and scale within the industry.

- Remuneration policies.
- The amount of remuneration.

b. Activities as referred to in point 1 (one) above may be carried out with the assistance of independent third parties and evaluated periodically by the Nomination and Remuneration Committee. in accordance with HUMI's provisions.
c. Assisting the Board of Commissioners in assessing performance in relation to the appropriateness of remuneration received by each member of the Board of Directors and Board of Commissioners.

Rapat dan Tingkat Kehadiran Komite Nominasi dan Remunerasi

Dalam menjalankan tugas dan tanggung jawabnya, Komite Nominasi dan Remunerasi mengadakan rapat sesuai dengan kebutuhan atau sedikitnya 3 kali dalam 1 tahun dan dihadiri oleh sekurang-kurangnya 2/3 dari jumlah anggota, salah satunya merupakan Ketua Komite Nominasi dan Remunerasi. 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 Nominasi dan Remunerasi telah mengadakan rapat sebanyak 3 (tiga) kali. Frekuensi dan tingkat kehadiran anggota Komite Nominasi dan Remunerasi dalam Rapat adalah sebagai berikut:

Meetings and Attendance Rate of the Nomination and Remuneration Committee

In carrying out its duties and responsibilities, the Nomination and Remuneration Committee holds meetings as needed or at least 3 times a year, attended by at least 2/3 of its members, one of whom must be the Chairman of the Nomination and Remuneration Committee. 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 enable all participants to see and hear each other directly and participate in the meeting.

Throughout 2025, the Nomination and Remuneration Committee held 3 (three) meetings. The frequency and attendance rate of Nomination and Remuneration Committee members at meetings are as follows:

Rekapitulasi Kehadiran Komite Nominasi dan Remunerasi pada Rapat-Rapat Komite Tahun 2025
Recapitulation of the Attendance of the Nomination and Remuneration Committee at Committee Meetings in 2025

Nama dan Jabatan Name and Position	Jumlah Wajib Rapat Number of Required Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran Attendance %
Mahdan (Ketua) (Chairman)	3	3	100,00
HM Roy Sembel (Anggota) (Member)	3	3	100,00
Desi Arifianti (Anggota) (Member)	3	3	100,00
Rata-rata Kehadiran Average Attendance			**100,00**

Sepanjang tahun 2025, rapat KNR telah membahas agendaagenda rapat sebagai berikut:

Throughout 2025, the Komite Nominasi dan Remunerasi meetings have addressed the following agenda:

Agenda Rapat Komite Nominasi dan Remunerasi Tahun 2025
Summary of Nomination and Remuneration Committee Attendance at Committee Meetings in 2025

Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
20 Maret 2025 March 20, 2025	Pembahasan Asuransi Purna Jabatan Discussion on Post-Term Insurance	Mahdan (Ketua) HM Roy Sembel (Anggota) Desi Arifianti (Anggota)
5 Juni 2025 June 5, 2025	Pembahasan Remunerasi Direksi dan Dewan Komisaris Discussion on the Remuneration of the Board of Directors and the Board of Commissioners	
17 Juli 2025 July 17, 2025	Update Piagam Komite Nominasi dan Remunerasi Updating the Nomination and Remuneration Committee Charter	

Laporan Pelaksanaan Tugas Komite Nominasi dan Remunerasi Tahun 2025

Laporan pelaksanaan tugas Komite Nominasi dan Remunerasi di sepanjang tahun 2025:

1. Penilaian Kinerja Direksi, Dewan Komisaris dan Komite untuk tahun anggaran 2025.
2. Rekomendasi lainnya, yang bersifat insidentil terkait dengan berbagai isu penting yang perlu mendapatkan perhatian manajemen, termasuk kinerja organisasi dan pengembangan Sumber Daya Manusia.
3. Reviu, atas beberapa kebijakan perusahaan, terkait dengan tata kelola perusahaan yang baik meliputi:
   a. Kebijakan suksesi Direksi.
   b. Prosedur Nominasi Direksi dan Dewan Komisaris.
   c. Prosedur penetapan Remunerasi Direksi dan Dewan Komisaris.
   d. Kebijakan penilaian kinerja Direksi serta Dewan Komisaris.
   e. Kebijakan program pelatihan/orientasi Direksi serta Dewan Komisaris.

Report on the Implementation of Duties of the Nomination and Remuneration Committee in 2025

Report on the implementation of the Nomination and Remuneration Committee's duties throughout 2025:

1. Performance Assessment of the Board of Directors, Board of Commissioners and Committees for the 2025 financial year.
2. Other recommendations, which are incidental in nature related to various important issues that need management attention, including organizational performance and Human Resource development.
3. Review of several company policies, related to good corporate governance including:
   a. Board of Directors succession policy.
   b. Nomination Procedure for the Board of Directors and Board of Commissioners.
   c. Remuneration Determination Procedure for the Board of Directors and Board of Commissioners.
   d. Performance Assessment Policy for the Board of Directors and Board of Commissioners.
   e. Training/Orientation Program Policy for the Board of Directors and Board of Commissioners.

Rencana Kerja Komite Nominasi dan Remunerasi Tahun 2025

Komite Nominasi dan Remunerasi telah menetapkan rencana kerja tahun 2026 dengan memberikan prioritas strategis sebagai berikut:

1. Pembahasan mengenai Kriteria Penilaian Kinerja Direksi.
2. Penyusunan Kriteria Dewan Komisaris dan Direksi.
3. Review Kebijakan Remunerasi Purna Jabatan Dewan Komisaris dan Direksi.

Work Plan of the Nomination and Remuneration Committee for 2025

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

1. Discussion on the Performance Assessment Criteria for the Board of Directors.
2. Preparation of Criteria for the Board of Commissioners and Board of Directors.
3. Review of the Post-Employment Remuneration Policy for the Board of Commissioners and Board of Directors.

Kebijakan Suksesi Direksi

HUMI memiliki dan menjalankan kebijakan suksesi Direksi dijalankan HUMI untuk mempersiapkan regenerasi kepemimpinan. Kebijakan tersebut mengatur beberapa hal sebagai berikut:

1. Dewan Komisaris, dibantu oleh Komite Nominasi dan Remunerasi, memastikan bahwa HUMI memiliki sistem manajemen talenta yang dikelola oleh Departemen Human Capital sebagai sarana untuk mengidentifikasi manajemen senior yang memiliki potensi guna menjaga kesinambungan kepemimpinan HUMI di masa mendatang.
2. Departemen Human Capital bersama dengan Komite Nominasi dan Remunerasi mengidentifikasi karyawan yang bertalenta yang berasal dari internal HUMI, namun tidak menutup kemungkinan karyawan yang bertalenta yang merupakan pihak profesional untuk perencanaan suksesi Direksi, termasuk Direksi.
3. Terhadap karyawan yang bertalenta yang berasal dari internal HUMI, Departmen Human Capital melakukan evaluasi agar selanjutnya dapat menyediakan kesempatan pengembangan diri bagi para karyawan yang bertalenta tersebut, baik berupa pelatihan-pelatihan yang dibutuhkan maupun kesempatan pengembangan karier, dan lain-lain. Karyawan yang bertalenta yang teridentifikasi sebagai calon pengganti anggota Direksi, dievaluasi dan diidentifikasi serta harus memenuhi persyaratan kriteria kandidat Direksi HUMI.

Board of Directors Succession Policy

HUMI has implemented a Board of Directors succession policy to prepare leadership regeneration. The policy regulates the following:

1. The Board of Commissioners, assisted by the Nomination and Remuneration Committee, ensures that HUMI has a talent management system managed by the Human Capital Department as a means to identify senior management with potential to maintain the continuity of HUMI's leadership in the future.
2. The Human Capital Department together with the Nomination and Remuneration Committee identifies talented employees from within HUMI, without excluding the possibility of considering external professional talent for the Board of Directors succession planning, including Directors.
3. For talented employees identified internally within HUMI, the Human Capital Department conducts evaluations and provides opportunities for development, including necessary training, career development opportunities, and others. Talented employees identified as potential successors to members of the Board of Directors are evaluated and must meet the criteria requirements for candidates of HUMI's Board of Directors.

Pelatihan dan Peningkatan Kompetensi Komite Nominasi dan Remunerasi tahun 2025

Untuk menunjang Komite Nominasi dan Remunerasi dalam melaksanakan tugas dan tanggung jawabnya, Perseroan memberikan kesempatan kepada anggota Komite Nominasi dan Remunerasi untuk mengikuti program pelatihan dan pengembangan kompetensi, baik yang diselenggarakan oleh internal Perseroan ataupun pihak eksternal.

Sepanjang tahun 2025, anggota Komite Nominasi dan Remunerasi telah mengikuti program pelatihan dan pengembangan kompetensi sebagai berikut:

Training and Competency Development of the Nomination and Remuneration Committee in 2025

To support the Nomination and Remuneration Committee in carrying out its duties and responsibilities, the Company provides opportunities for Nomination and Remuneration Committee members to participate in training and competency development programs, both organized internally by the Company and by external parties.

Throughout 2025, members of the Nomination and Remuneration Committee participated in the following training and competency development programs:

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
Daryono, Ketua Komite Nominasi dan Remunerasi Daryono, Chairman of the Nomination and Remuneration Committee			
Pendidikan ataupun pelatihan yang diikuti oleh Daryono sebagai Ketua Komite Nominasi dan Remunerasi sepanjang tahun 2023 dapat dilihat di bagian Pelatihan dan Peningkatan Kompetensi Dewan Komisaris. The education and training programs attended by Daryono as Chairman of the Nomination and Remuneration Committee throughout 2023 are presented in the Board of Commissioners Training and Competency Development section.			

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
HM Roy Sembel, Anggota Komite Nominasi dan Remunerasi HM Roy Sembel, Member of the Nomination and Remuneration Committee			
29 Agustus 2024 - 14 Januari 2025 August 29, 2024 to January 14, 2025	PHE Commander Program - Batch 3 (ALP Group Final Presentation)	IPMI	Institut IPMI - Executive Education
11 Februari 2025 February 11, 2025	Financial Analysis for Better Business Decision - Making	IPMI	Institut IPMI - Executive Education
19 Februari 2025 February 19, 2025	ALP Group Final Presentation	IPMI	Institut IPMI - Executive Education
27 Maret 2025 March 27, 2025	"Peran & Strategi SWF di Indonesia terhadap Gonjang-Ganjing dalam Ekonomi dan Investasi Global" "The Role and Strategy of Sovereign Wealth Funds (SWFs) in Indonesia Amid Volatility in the Global Economy and Investment Landscape"	The Ritz Calton	Perkumpulan Praktisi Jasa Keuangan (PPJKI)
8 - 9 Mei 2025 May 8 to 9, 2025	FINON, Investment and Feasibility Study	IPMI	Institut IPMI - Executive Education
9 Mei 2025 - 16 Desember 2025 May 9 to December 16, 2025	Group Final Presentation	IPMI	Institut IPMI - Executive Education
9 Mei - 17 Desember 2025 May 9 to December 17, 2025	Beyond PESTEL: Understanding the Current Landscape and Imaging the Future	IPMI	Institut IPMI - Executive Education
10 Mei - 18 Desember 2025 May 10 to December 18, 2025	Additional Final Presentation	IPMI	Institut IPMI - Executive Education
3 Juni 2025 June 3, 2025	Indonesia Property & Bank Award ke XIX	Kuningan Room Hotel Mulia Senayan	Indonesia Property & Bank Award ke XIX
11 Juni 2025 June 11, 2025	Seminar Nasional Program Doktor Ilmu Manajemen Fakultas Hukum dan Bisnis Digital Universitas Kristen Maranatha National Seminar of the Doctoral Program in Management Science, Faculty of Law and Digital Business, Maranatha Christian University	Zoom	Universitas Kristen Maranatha
28 Juni 2025 June 28, 2025	Orientasi Program Short Course Strategic Investment Class Mcu Divusi Itb Group Orientation Program for the Strategic Investment Class Short Course, MCU Division, ITB Group	MBA ITB	MCU ITB
Juni – Oktober 2025 June to October 2025	Research Training Series Tahun 2025 Diberikan Kepada Advancing Research Capacity and Productivity through Quantitative Research Methodologies 2025 Research Training Series Awarded to Advancing Research Capacity and Productivity through Quantitative Research Methodologies	The St. Regis Jakarta, Ruang Kegiatan : Ruang C The St. Regis Jakarta, Function Room C	PPM School Of Management
3 - 12 Juli 2025 July 3 to 12, 2025	Derivates, Mutual Fund, Bonds and Fixed Income Analysis part 1 & 2	IPMI	Institut IPMI - Executive Education
08 Juli - 31 Desember 2026 July 8, 2025 to December 31, 2026	Financial Value Creation, Important Financial Report: Balance Sheet, Income Statement, Cashflow Statement, Financial Statement Analysis: Financial Ratios for Feasibility Study, Case Study: Financial Analysis & Project Feasibility	IPMI	Institut IPMI - Executive Education
28 Juli 2025 - 17 Oktober 2025 July 28 to October 17, 2025	Group Final Presentation	IPMI	Institut IPMI - Executive Education
5 Agustus 2025 August 5, 2025	Implementing Ecosystem Edge for Business Growth Business Plan Essentials for Senior Executives	IPMI	Institut IPMI - Executive Education
5 Agustus 2025 August 5, 2025	Business Acumen & Financial Value Creation, Important Financial Report: Balance Sheet, Income Statement, Cashflow Statement, Financial Statement Analysis: Financial Ratios for Feasibility Study and Five principles of cash management for practical decision making Wrap up	IPMI	Institut IPMI - Executive Education
06 Agustus - 29 Oktober 2025 August 6 to October 29, 2025	Group Coaching 2 : Business Plan	IPMI	Institut IPMI - Executive Education
19 Agustus 2025 August 19, 2025	Business Plan Essentials for Senior Executives (cont'd)	IPMI	Institut IPMI - Executive Education
22 Agustus 2025 August 22, 2025	Group Coaching 1 : Business Plan Introduction	IPMI	Institut IPMI - Executive Education

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
20 Agustus 2025 August 20, 2025	Building Strategic Business & Strategic Orientation & Driving Execution	IPMI	Institut IPMI - Executive Education
8 September - 1 December 2025 September 8 to December 1, 2025	Final Presentation	IPMI	Institut IPMI - Executive Education
13 September - 25 Oktober 2025 September 13 to October 25, 2025	Derivates, Mutual Fund, Bonds and Fixed Income Analysis part 1 & 2	IPMI	Institut IPMI - Executive Education
16 Oktober 2025 - 21 Oktober 2025 October 16 to 21, 2025	Session 1: Understanding Financial Value Creation, Financial Performance, and Financial Shenanigans & Why They Matter for Governance & Sustainability and Session 2: The 7 Categories of Financial Shenanigans & How They Are ExecutedSession 3: Detecting Hidden Tricks – Red Flags, Ratios & Analytical Techniques and Session 4: Fraud Risk Management for Strengthening Oversight & Governance in Preventing Financial Shenanigans	IPMI	Institut IPMI - Executive Education
10 September 2025 September 10, 2025	International Creatives Exchange	Zoom	ICA
17 September 2025 September 17, 2025	Info Ekonomi Forum & Award Ceremony (Finance For Sustainability : Navigating Investment, Risk and Innovation"	The Sultan Hotel & Residence - Jakarta	Info Ekonomi Forum (2025)
22 September - 3 Oktober 2025 September 22 to October 3, 2025	Feasibilty Study Workshop I, Feasibilty Study Workshop II, Post-Investment Analysis, Group Activity: Case Study	IPMI	Institut IPMI - Executive Education
30 September 2025 September 30, 2025	CSR Awards 2025	Ballroom 1 Hotel Sultan Jl. Jend. Gatot Subroto, Jakarta	Investortrust
1 Oktober 2025 - 11 Desember 2025 October 1 to December 11, 2025	Introduction to Corporate Finance, Corporate Finance, Financial Statement Fundamentals, 'Advanced Financial Statement Analysis, Capital Budgeting	IPMI	Institut IPMI - Executive Education
1 October 2025 - 11 Desember 2025 October 1 to December 11, 2025	Strategic Corporate Finance, Corporate Financial Planning and Forecasting, 'Innovation Investing and Corporate Venture Capital, Financing the business, Valuation Methods and Techniques, Case Study and Practical Application	IPMI	Institut IPMI - Executive Education
1 Oktober 2025 - 11 Desember 2025 October 1 to December 11, 2025	Group Final Presentation	IPMI	Institut IPMI - Executive Education
27 Oktober 2025 October 27, 2025	Instruktur Modul 1 : Financial Crisis Management Program Sertifikasi Pengawas PVML dan IAKD Level Deputi DIrektur Otoritas Jasa Keuangan (OJK) Instructor for Module 1: Financial Crisis Management, Certification Program for PVML and IAKD Supervisors at the Deputy Director Level, Financial Services Authority (OJK)	The St. Regis Jakarta, Ruang Kegiatan : Ruang C The St. Regis Jakarta, Function Room C	PPM School Of Management
20 November 2025 November 20, 2025	Acara Anugerah Penggerak Nusantara 2025 2025 Anugerah Penggerak Nusantara Awards Ceremony	MNC Conference Hall	iNews TV
6 Desember 2025 December 6, 2025	Trial Session Strategic Investment Class - Batch 3	Online & Offline AT MEDCO, Jakarta	MCU SALAMGANESHA
Desi Arifianti, Anggota Komite Nominasi dan Remunerasi Desi Arifianti, Member of the Nomination and Remuneration Committee			
11 Februari 2025 February 11, 2025	IHT-VIBES#1:ISO 37301:2021 Compliance Management Systems Internal Audit based on ISO 19011:2018 Guidelines for Auditing Management Systems	Breakout Room Lt27 Breakout Room, 27th Floor	PT MITRA BERSAMA ARCHIPELAGO
21- Februari 2025 February 21, 2025	IHT-VIBES #3 : Microsoft Excel Basic: Membuat Laporan dengan Cepat dan Efektif IHT-VIBES #3: Microsoft Excel Basics: Creating Reports Quickly and Effectively	Breakout Lt 27 Breakout Room, 27th Floor	Pungki Purnadi
25 Februari 2025 February 25, 2025	Business and Human Rights (BHR) Outlook 2025: 10 (Sepuluh) Prioritas Isu Bisnis Dan Ham Di Indonesia. Business and Human Rights (BHR) Outlook 2025: Ten Priority Business and Human Rights Issues in Indonesia	ZOOM	
13 Juni 2025 June 13, 2025	IHT-VIBES #4 :ESG 101	Artotel	HUMI

Tanggal Date	Tema Pelatihan/Konferensi/ Workshop/Seminar Training/Conference/Workshop/Seminar Theme	Lokasi Location	Penyelenggara Organizer
13 Juni 2025 June 13, 2025	IHT-VIBES #4 :ESG 101 Deep Dive ESG Journey	Artotel	HUMI
18 Juni 2025 June 18, 2025	HT-VIBES #4 :Business Presentation	Manhattan Hotel	HUMI
2 Juli 2025 July 2, 2025	HIT-Expert #1 : Job Evaluation Metode Hay	BO	HUMI
7-8 Juli 2025 July 7 to 8, 2025	Green HRM for Sustainable Workforce	Online	KelasHR
11-12 Juli 2025 July 11 to 12, 2025	IHT-Vibes#7 Our Power for a Sustainable Growth	Neo Sentul	Dunamis
19 Juli 2025 July 19, 2025	Psikologi Rekrutmen Dalam Era Digital & AI Recruitment Psychology in the Digital and AI Era	Zoom	Kelas Hr
9 Oktober 2025 October 9, 2025	IHT X_PERT#2 AI for HR	MLC Lt 27	Better and Co
22-23 Oltober 2025 October 22 to 23, 2025	Aligning OKR With Strategy - Batch 6	Mercure Tendean	better & Co
10 November 2025 November 10, 2025	IHT-XPERT #5 - Awareness Cyber Security	Ruang Meeting Ekaputra-1, Lt. 27 Ekaputra-1 Meeting Room, 27th Floor	DRRC UI
27 November 2025 November 27, 2025	IHT XPERT #7 - Performance Appraisal HUMI Group	Universitas Trilogi, Kalibata	Pungki Purnadi
28 November 2025 November 28, 2025	Training Effective Leadership dan Sosialisasi Bantuan Pendidikan Karyawan, Kerjasama Grup Humpuss Effective Leadership Training and Employee Education Assistance Socialization, Humpuss Group Collaboration	Ruang Meeting Jakarta-Solo, PT Humpuss Lt. 29 Jakarta-Solo Meeting Room, PT Humpuss, 29th Floor	PT Humpuss, dengan Insulindo dan Universitas Borobudur PT Humpuss, in collaboration with Insulindo and Borobudur University

Komite Environment, Social, & Governance (ESG)

Komite ESG dibentuk dan bertanggung jawab kepada Dewan Komisaris. Pembentukannya ditujukan untuk mendukung pelaksanaan tugas Dewan Komisaris terkait pengawasan terhadap program HUMI dalam implementasi ESG yang dilakukan oleh HUMI dan entitas anak untuk aspek keberlanjutan, yang untuk selanjutnya melaporkan rekomendasi dan pendapatnya secara independen dan profesional kepada Dewan Komisaris. Pembentukan Komite ESG di Perseroan mengacu pada Surat Keputusan Dewan Komisaris No. 001/SK/Dekom-HUMI/I/2024 tanggal 19 Januari 2024 tentang Penetapan Susunan Komite Lingkungan, Sosial & Tata Kelola (Environmental, Social and Governance/ESG).

ESG Committee

The ESG Committee is established and accountable to the Board of Commissioners. Its establishment aims to support the Board of Commissioners in carrying out its supervisory duties over HUMI's programs in implementing ESG initiatives conducted by HUMI and its subsidiaries in relation to sustainability aspects, and to subsequently provide independent and professional recommendations and opinions to the Board of Commissioners. The establishment of the ESG Committee in the Company refers to the Board of Commissioners Decree No. 001/SK/Dekom-HUMI/I/2024 dated January 19, 2024 concerning the Determination of the Composition of the Environmental, Social & Governance (ESG) Committee.

Dasar Hukum

Dasar hukum yang menjadi acuan pembentukan Komite ESG Perseroan, antara lain:

1. Undang-Undang No. 16 tahun 2016 tentang Pengesahan Paris Agreement to the Unite Nations Framework Convention on Climate Change (Persetujuan Paris atas Konvensi Kerangka Kerja Perserikatan Bang-Bangsa mengenai Perubahan Iklim).

Legal Basis

The legal basis underlying the establishment of the Company's ESG Committee includes:

1. Law No. 16 of 2016 concerning the Ratification of the Paris Agreement to the United Nations Framework Convention on Climate Change.