

PELAKSANAAN TUGAS KOMITE NOMINASI DAN REMUNERASI TAHUN 2018
IMPLEMENTATION OF NRC DUTIES IN 2018

Tugas utama NRC telah sesuai dengan POJK 34/POJK.04/2014 yang mencakup analisa atas kandidat Direksi atau Dewan Komisaris yang diusulkan dalam rapat Komite atau melalui keputusan sirkular, yang sesuai dengan ketentuan persyaratan kualifikasi dan latar belakang kandidat. Usulan tersebut selanjutnya akan dibawa ke dan disetujui oleh RUPS.

Selain itu Komite juga mengkaji dan memberikan rekomendasi atas kompensasi, termasuk skema remunerasi untuk anggota Dewan Komisaris, dan Direksi, dengan memperhatikan posisi setiap anggota termasuk tugas, tanggung jawab, dan kebijakan umum lain yang berlaku.

Sepanjang tahun 2018, Komite Nominasi dan Remunerasi memfokuskan pelaksanaan tugasnya dalam pengawasan rencana suksesi dan talenta manajemen. Hal ini dianggap suatu area penting mengingat suksesi di level Direktur menjadi kunci dalam keberlangsungan suatu Perusahaan.

Pelaksanaan tugas Komite Nominasi dan Remunerasi sudah sejalan dengan Peraturan Otoritas Jasa Keuangan Nomor 34/POJK.04/2014 tanggal 8 Desember 2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik.

The main duties of NRC are in accordance with POJK 34/POJK.04/2014, which includes an analysis of the candidates for the Board of Directors or the Board of Commissioners as proposed in Committee meetings or through circular decisions, which are in accordance with the requirements of the candidate's qualification and background. The proposal will be brought to and approved by the GMS.

In addition, the Committee also review and provide recommendation for compensation, including remuneration scheme for members of the Board of Commissioners, and Board of Directors by taking into account on the position of each member including the prevailing duties, responsibilities and general policies.

Throughout 2018, the Nominating and Remuneration Committee focusing its duties towards the implementation of succession and talent management plan. This was considered key aspects considering Director's level succession plan has become crucial factor in sustaining the company.

Fulfilment of duties of Nominating and Remuneration Committee aligned with stipulation under the Financial Services Authority Regulation Number 34/POJK.04/2014 dated 8 December 2014 regarding the Nominating and Remuneration Committee of Issuer or Public Company.