

## IMPLEMENTATION DUTIES OF THE NRC 2015

During 2015, the Nomination and Remuneration Committee assists the Board of Commissioners in the evaluation and recommendations of the Board of Directors performance in 2014. The Nomination and Remuneration Committee also conducts internal review on the nomination and remuneration processes in XL with the outcome of the formulation of policy for further approval to the Board of Commissioners.

The Nomination and Remuneration Committee intensively supports XL to review the new Long Term Incentive Program, which will replace the existing program that will be ended in 2016. The evaluation from the review and assessment results will then be proposed to the Board of Commissioners for approval, to further be submitted to the General Meeting of Shareholders for approval on the issuance of shares without preemptive rights in accordance with the OJK Regulation No. 38/POJK.04/2014 dated 8 December 2014 regarding the Listed Company Capital Addition Without Preemptive Rights, in reference to the 2016-2020 Long Term Incentive Program.