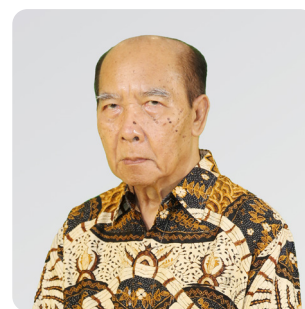


# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



**Drs. Pande Putu Raka, M.A.**  
Ketua

Warga negara Indonesia, lahir di Gianyar, Bali pada tanggal 11 Februari 1944. Lulusan Fakultas Ekonomi Universitas Airlangga pada tahun 1972 dan memperoleh gelar Master of Arts (MA) dari Vanderbilt University, USA pada tahun 1977, KRA 28 Lemhannas tahun 1995. Memulai karir di lingkungan Departemen Keuangan Republik Indonesia sebagai Kasubbag Perencanaan Diklat, Badan Pendidikan dan Latihan Keuangan (1977-1979), Kasubdit Evaluasi Ekspor, Ditjen Moneter Luar Negeri (1979-1988), Kepala Bidang Analisa Ekspor, Badan Analisa Keuangan Negara, Perkreditan dan Neraca Pembayaran (1988-1992), Kepala Bidang Analisa Pajak Daerah, Badan Analisa Keuangan Negara, Perkreditan dan Neraca Pembayaran (1992), Sekretaris Badan Analisa Keuangan dan Moneter (1992-1998), Sekretaris Badan Pengawas Pasar Modal (1998-2004). Beliau juga menjadi Dosen pada Institut Ilmu Keuangan (1977-1980), Dosen pada Sekolah Tinggi Akuntansi Negara (1980-1990). Sebagai Anggota Dewan Pengawas Perum Garam (1984-1992), Komisaris PT Dok dan Perkapalan Surabaya (1993-2007). Beliau dianugrahi Tanda Jasa Satyalancana Karya Satya 30 Tahun dari Presiden Republik Indonesia pada tahun 2003. Komisaris PT Bursa Efek Surabaya (2004-2007), Komisaris PT Bursa Efek Indonesia (BEI) (2007-2008), Komisaris Independen PT Bumi Serpong Damai Tbk (2004-2007), PT Sinar Mas Multiartha Tbk (2005-2008), PT Pindo Deli Pulp And Paper Mills (2006-2015), PT Lontar Papyrus Pulp & Paper Industry (2006-2015) dan diangkat kembali sejak bulan Juli 2018 sampai sekarang, PT Indah Kiat Pulp & Paper Tbk sejak bulan September 2007, PT OKI Pulp & Paper Mills sejak bulan Maret 2021, Ketua Nominasi & Remunerasi PT OKI Pulp & Paper Mills (Maret 2021- Desember 2021), PT Indah Kiat Pulp & Paper Tbk dan Perseroan sejak bulan Desember 2015 dan PT Lontar Papyrus Pulp & Paper Industry sejak bulan September 2021. Anggota Komite Audit (2004-2006) dan Ketua Komite Audit PT Indah Kiat Pulp & Paper Tbk dan Perseroan (2007-2014). Anggota Komite Audit (Juli 2018- September 2021) dan diangkat kembali sebagai Ketua Komite Audit PT Lontar Papyrus Pulp & Paper Industry sejak bulan September 2021 dan PT OKI Pulp & Paper Mills sejak bulan Maret 2021. Beliau pertama kali diangkat sebagai Komisaris Independen Perseroan sejak tahun 2007 dan telah diangkat kembali pada Mei 2023, berdasarkan Akta Pernyataan Keputusan Rapat Nomor 47 Tanggal 16 Mei 2023 yang dibuat dihadapan Notaris Aulia Taufani, SH.

Sepanjang 2023, tidak ada pelatihan yang diikuti.

### Pernyataan independensi

Bapak Drs. Pande Putu Raka, M.A. tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan; tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, Direksi maupun pemegang saham utama atau pengendali Perseroan; serta tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.

**Drs. Pande Putu Raka, M.A.**  
Chairman

Indonesian citizen, born in Gianyar, Bali on February 11, 1944. Graduated from the Faculty of Economics of Airlangga University in 1972 and obtained a Master of Arts from Vanderbilt University, USA, in 1977, KRA 28 Lemhannas in 1995. He started his career at the Ministry of Finance of the Republic of Indonesia as Head of Subdivision of Education and Training Plan in Financial Education and Training Agency (1977-1979), Head of Sub Directorate of Export Evaluation, Directorate General of International Monetary Affairs (1979-1988), Head of Division of Export Analysis, Agency for State Finance, Credit and Balance of Payment Analysis (1988-1992), Head of Division of Regional Tax Analysis, Agency for State Finance, Credit and Balance of Payment Analysis (1992), Secretary of Financial and Monetary Analysis Agency (1992-1998), Secretary of Capital Market Supervisory Agency (1998-2004). He was a lecturer at Institute of Financial Science (1977-1980). Lecturer at the State Accountancy College State Accountancy College (1980-1990). Member of Supervisory Board of Perum Garam (1984-1992), Commissioner of PT Dok dan Perkapalan Surabaya (1993-2007). The President of Republic of Indonesia recognized him in 2003 for over 30 years of service to the nation. Commissioner of Surabaya Stock Exchange (2004-2007), Commissioner Of Indonesia Stock Exchange (BEI) (2007- 2008), Independent Commissioner of PT Bumi Serpong Damai Tbk (2004-2007), PT Sinar Mas Multiartha Tbk (2005-2008), PT Pindo Deli Pulp And Paper Mills (2006-2015), PT Lontar Papyrus Pulp & Paper Industry (2006-2015) and since July 2018-now, PT Indah Kiat Pulp & Paper Tbk since September 2007, PT OKI Pulp & Paper Mills since March 2021. Nominating and Remuneration Committees' Chairman of PT OKI Pulp & Paper Mills (March 2021 - December 2021), PT Indah Kiat Pulp & Paper Tbk and of the Company since December 2015 and PT Lontar Papyrus Pulp & Paper Industry (September 2021). Audit Committees' Member (2004-2006) and Audit Committees' Chairman of PT Indah Kiat Pulp & Paper Tbk and of the Company (2007-2014). Audit Committees' Member (July 2018- September 2021) and was appointed as Audit Committees' Chairman of PT Lontar Papyrus Pulp & Paper Industry since September 2021 and PT OKI Pulp & Paper Mills since March 2021. He was firstly appointed as Independent Commissioner of the Company since 2007 and has been reappointed in June 2023, based on the Deed of Meeting Resolution Number 47 dated May 16, 2023, made before Notary Aulia Taufani, SH.

In 2023, there was no training enrolled.

### Independency statement

Mr Drs. Pande Putu Raka, M.A. does not have any direct or indirect ownership in the Company's share; is not affiliated with the Company, the members of the Board of Commissioners or the Board of Directors, or the controlling or majority shareholder of the Company; does not have any direct or indirect business relationship that is related to the Company's business activities.

# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



**Dr. Ramelan, S.H., M.H.**  
Anggota

Warga negara Indonesia, lahir di Madiun pada tanggal 12 Juni 1945. Sarjana Hukum Universitas Airlangga tahun 1970, Magister Ilmu Hukum Universitas Padjadjaran tahun 2002 dan Doktor Ilmu Hukum Universitas Padjadjaran tahun 2009. Yang bersangkutan pernah berkarier di Kejaksaan Republik Indonesia lebih dari 35 tahun, serta mengikuti banyak pendidikan kedinasan antara lain: Pembentukan Jaksa (1971), Pendidikan Intelijen Operation pada Pusdik Intelijen Startegis Mabes ABRI (1974), Pendidikan Bidang Operasi Kejaksaan Agung (1982), SESPA (1988), Pendidikan Analisis Kebijakan Lembaga Administrasi Negara/Kejaksaan Agung Republik Indonesia (1991), K.R.A. XXVIII LEMHANAS (1995). Pengalaman kerja sebagai Kepala Kejaksaan Negeri Curup (Bengkulu) (1988-1990), Kepala Kejaksaan Negeri Sidoarjo (1990-1991), Asisten Tindak Pidana Khusus – Kejaksaan Tinggi Irian Jaya (1991 - 1993), Kepala Kejaksaan Negeri Bogor (1993-1994), Asisten Intelijen Kejaksaan Tinggi Daerah Khusus Ibukota Jakarta (1994), Staff Khusus Jaksa Agung (1994-1996), Kepala Biro Hukum dan Hubungan Masyarakat Kejaksaan Agung Republik Indonesia (1996-1997), Kepala Kejaksaan Tinggi Riau (1997-1998), Direktur Tindak Pidana Korupsi Kejaksaan Agung Republik Indonesia (1998), Jaksa Agung Muda Tindak Pidana Umum (1998-1999), Jaksa Agung Muda Tindak Pidana Khusus (1999-2000), Staff Ahli Jaksa Agung Republik Indonesia (2000-2005), Dosen (Lektor) pada mata kuliah Hukum Acara Pidana di Fakultas Hukum Universitas Trisakti, Jakarta sejak 2004 sampai sekarang. Beliau pensiun sebagai Pegawai Negeri Sipil (PNS) sejak tanggal 1 Juli 2005. Tenaga Ahli Pusat Pelaporan Analisis dan Transaksi Keuangan (PPATK) (2005-2009). Saat ini, beliau menjabat sebagai Anggota Tim Pakar Hukum Departemen Pertahanan sejak tahun 2006, Komisaris Independen PT Indah Kiat Pulp & Paper Tbk sejak tahun 2007, Legal Advisor PT KAI (Persero) sejak bulan Mei 2010, Tenaga Ahli Jaksa Agung Republik Indonesia sejak bulan Januari 2011. Pada tahun 2012, beliau juga menjabat sebagai Panitia Seleksi Calon Hakim Ad Hoc Pengadilan Tipikor, Panitia Seleksi Calon Pejabat Struktural Eselon 1b PPATK dan Ketua Tim Penyusun Naskah Akademik RUU Perampasan Aset. Pada tanggal 15 Maret 2013, beliau diangkat sebagai Komisaris PT ASDP Indonesia Ferry (Persero). Pada tahun 2014 beliau diangkat sebagai Ketua Komite Audit di PT Indah Kiat Pulp & Paper Tbk dan Perseroan. Pada tahun 2015 diangkat sebagai Anggota Nominasi & Remunerasi di PT Indah Kiat Pulp & Paper Tbk dan Perseroan. Beliau pertama kali diangkat sebagai Komisaris Independen Perseroan sejak tahun 2007 dan telah diangkat kembali pada Mei 2023, berdasarkan Akta Pernyataan Keputusan Rapat Nomor 47 Tanggal 16 Mei 2023 yang dibuat dihadapan Notaris Aulia Taufani, SH.

Sepanjang 2023, tidak ada pelatihan yang diikuti.

### Pernyataan independensi

Bapak DR. Ramelan S.H., M.H. tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan; tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, Direksi maupun pemegang saham utama atau pengendali Perseroan; serta tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.

**DR. Ramelan, S.H., M.H.**  
Member

Indonesian citizen, born in Madiun on June 12, 1945. Bachelor of Law from Airlangga University in 1970, Magister of Law from Padjajaran University in 2002 and Doctor of Law from Padjajaran University in 2009. He had a career in the District Attorney Office of the Republic of Indonesia for more than 35 years, also attending various other official education such as: The appointment of District Attorney (1971), Intelligent Operation Education on The Education Centre of Strategic Intelligent in ABRI Headquarters (1974), Education on the Operation of Attorney General Office (1982), SESPA (1988), Education on the Analysis on the Nation's Administrative Department / Attorney General Office of Republic Indonesia Regulations (1991), K.R.A. XXVIII LEMHANAS (1995). Working experience as the Head of District Attorney Office in Curup (Bengkulu) (1988-1990), The Head of District Attorney Office in Sidoarjo (1990-1991), Assistant in the Special Crime Department in Irian Jaya's Attorney General Office (1991-1993), The Head of District Attorney Office in Bogor (1993-1994), Intelligent Assistant in Attorney General Office in Special District of Jakarta (1994), Special Staff of the Attorney General (1994-1996), The Head of Law and People's Relation Bureau in Attorney General Office of Republic of Indonesia (1996-1997), The Head of High District Attorney Office in Riau (1997-1998), Director of Corruption Crime in the Attorney General Office of Republic of Indonesia (1998), Junior Attorney General in General Crime Department (1998-1999), Attorney General in Special Crime Department (1999-2000), Expert Staff of Attorney General in General Office of Republic of Indonesia (2000-2005), Lecturer in Trisakti University, Jakarta for Criminal Legal Proceeding Law Major from 2004 until the present. He was retired as Civil Staff since July 1st, 2005. Expert of Financial Transactions Reports and Analysis Center (PPATK) (2005-2009). Currently, he serves as the member of Legal Expert in Department of Defence since 2006, Independent Commissioner of PT Indah Kiat Pulp & paper Tbk since 2007, Legal Advisor of PT KAI (Persero) since May 2010, and Professional in the Attorney General Office of Republic of Indonesia since January 2011. In 2012, he was also a Selection Committee of the Attorney Candidates Ad Hoc Corruption Court, Selection Committee of Structural Officials Echelon 1b PPATK and the Head of the Academic Manuscript Drafting Team for the Regulation Constitutions of Expropriation of Assets (RUU Perampasan Aset). In March 15th, 2013, he was appointed as the Commissioner of PT ASDP Indonesia Ferry (Persero). He was appointed as Audit Committee's Chairman of PT Indah Kiat Pulp & Paper Tbk and the Company since 2014. He was appointed as Nomination and Remuneration Committees' Member of PT Indah Kiat Pulp & Paper Tbk and the Company since 2015. He was firstly appointed as Independent Commissioner of the Company since 2007 and has been reappointed in June 2023, based on the Deed of Meeting Resolution Number 47 dated May 16, 2023, made before Notary Aulia Taufani, SH.

In 2023, there was no training enrolled.

### Independency statement

Mr DR. Ramelan S.H., M.H. does not have any direct or indirect ownership in the Company's share; is not affiliated with the Company, the members of the Board of Commissioners or the Board of Directors, or the controlling or majority shareholder of the Company; does not have any direct or indirect business relationship that is related to the Company's business activities.

# Profil Komite Nominasi dan Remunerasi

## Profile of Nomination and Remuneration Committee



**Suryamin Halim**  
Anggota

Lahir di Jakarta, pada tanggal 17 Maret 1971. Meraih gelar Bachelor of Business di Swinburne University of Technology, Hawthorn, Victoria, Australia pada tahun 1995. Beliau memulai karirnya dengan bekerja sebagai Staff Penjualan dan Administrasi di East Richmond, Victoria, Australia (1995 -1996), Departemen Keuangan dan Akuntansi di APP Group (1996 - 2013), General Manager di PT. My Everything Indonesia (2013 - 2014), Financial Controller (2014 - 2015) dan saat ini beliau dipercaya sebagai General Manager – Corporate Affairs di PT. Hindo dan PT. FAR Utama Indonesia sejak tahun 2016. Beliau diangkat sebagai Komisaris Independen PT. Uni-Charm Indonesia Tbk (2019) Diangkat sebagai Direktur Independen PT Indah Kiat Pulp & Paper Tbk (Juni 2014 - Juni 2019). Beliau diangkat sebagai anggota Komite Audit PT OKI Pulp & Paper Mills (Maret 2021). Beliau diangkat sebagai Ketua Komite Nominasi & Remunerasi dan Ketua Komite Audit dan Komisaris Independen PT. Pindo Deli Pulp and Paper Mills (April 2022). Pada Juni 2022 Beliau diangkat sebagai Anggota Komite Nominasi & Remunerasi PT Indah Kiat Pulp & Paper Tbk dan Perseroan.

Sepanjang 2023, tidak ada pelatihan yang diikuti.

### Pernyataan independensi

Bapak Suryamin Halim tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan; tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Dewan Komisaris, Direksi maupun pemegang saham utama atau pengendali Perseroan; serta tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.

**Suryamin Halim**  
Member

*Born in Jakarta, on March 17, 1971. Graduated from Swinburne University of Technology, Hawthorn, Victoria, Australia, Faculty of Economics majoring in Business Administration (1995). He started his career as Sales and Administration Officer in East Richmond, Victoria, Australia (1995 -1996), Finance and Accounting Department at APP Group (1996 - 2013), General Manager at PT. My Everything Indonesia (2013 - 2014), Financial Controller (2014 - 2015) and presently he is holding a position as General Manager – Corporate Affairs at PT. Hindo and PT. FAR Utama Indonesia since 2016. He was appointed as Independent Commissioner PT. Uni-Charm Indonesia Tbk (2019). He was appointed as Independent Director PT Indah Kiat Pulp & Paper Tbk (June 2014 - June 2019). He was appointed as Member Audit Committees' PT OKI Pulp & Paper Mills (March 2021). He was appointed as Nomination and Remuneration Committees' Chairman and Audit Committees' Chairman and as Independent Commissioner PT. Pindo Deli Pulp and Paper Mills (April 2022). He was appointed as Member Nominating and Remuneration Committees' PT Indah Kiat Pulp & Paper Tbk and of the Company (June 2022).*

*In 2023, there was no training enrolled.*

### Independency statement

*Mr Suryamin Halim does not have any direct or indirect ownership in the Company's share; is not affiliated with the Company, the members of the Board of Commissioners or the Board of Directors, or the controlling or majority shareholder of the Company; does not have any direct or indirect business relationship that is related to the Company's business activities.*