

and Work Plan in accordance with the applicable regulations.

g. To give investment feasibility approval according to the authority of the Board of Directors and to monitor and make corrections to its implementation.

h. To determine cooperation or contract activities with a value and time or use/acquisition in accordance with the authority stipulated in the Company regulation.

E. DUTIES, RESPONSIBILITIES AND AUTHORITY

1. The Board of Directors shall have the rights and authorities, among others, as follows:

a. To establish policies deemed appropriate for the Company's management;

b. To arrange for the transfer of power of the Board of Directors to represent the Company inside and outside the court of law to a person or persons specially appointed for that purpose including the Company's employees either individually or collectively and/or other bodies;

c. To make regulations concerning the Company's employees including the determination of salaries and pensions or old age security and other incomes for the

- Company's employees based on the applicable laws and regulations;
- d. To appoint and dismiss the Company's employees based on the Company's regulations on manpower and the laws and regulations;
 - e. To appoint and dismiss the Corporate Secretary and/or the Head of Internal Supervisory Unit upon approval of the Board of Commissioners;
 - f. To write-off bad debts under the provisions as set forth in the Articles of Association to be reported to the Board of Commissioners;
 - g. To stop collecting interest, penalties, fees and other receivables than the principals made in the context of restructuring and/or settlement of receivables as well as other acts in order to settle the Company's receivables with the obligations to report them to the Board of Commissioners provided that the procedures and method of reporting of which shall be determined by the Board of Commissioners;
 - h. To do all other acts and actions regarding the management as well ownership of the Company's assets, to bind the Company with other parties and/or other parties with the Company, and to represent the Company inside and outside the court of law on all matters and events under the limitations as provided for in the

laws and regulations, the Articles of Association and/or decision of the GMS;

2. In relation to the above duties and authorities, the Board of Directors shall be entitled to incomes as determined by the GMS as provided below:

a. Types of Income

1) Salary;

2) Benefits, which shall consist of the following:

i. Festive holiday benefit;

ii. Housing benefit;

iii. Post-service insurance.

3) Facilities, which consist of:

i. Vehicle facility;

ii. Medical facility;

iii. Legal aid facility.

4) Bonus/Performance Incentives in which the bonus can be added with Long Term Incentive (LTI).

- b. The amount, type and procedures for the disbursement of income of members of the Board of Directors, including amendments thereto shall comply with the provisions of the laws and regulations, the Articles of Association and Company regulations.
3. In carrying out its duties, the Board of Directors shall be obliged:
 - a. To strive for and ensure the implementation of the Company's business and activities according to its purposes and objectives and business activities;
 - b. To prepare in due time the Company's Long Term Plan, Work Plan and the Company's Annual Budget and other work plans and amendments thereto to be submitted to the Board of Commissioners and to obtain approval from the Board Commissioner;
 - c. To prepare the List of Shareholders, Special Register, Minutes of the GMS, and Minutes of Meeting of the Board of Directors;
 - d. To prepare the Annual Reports which shall include, among others, financial statements, as a form of accountability for the Company's management, as well as the Company's financial

documents as referred to in the Law on Company Documents;

- e. To prepare financial statements based on the Financial Accounting Standards and to submit them to the Public Accountant for auditing;
- f. To deliver the Annual Reports after being reviewed by the Board of Commissioners no later than 5 (five) months after the expiry of the Company's fiscal year to the GMS for approval and ratification;
- g. To give explanation to the GMS with regard to the Annual Reports;
- h. To deliver the Balance Sheet and Profit and Loss Statement which have been approved by the GMS to the Minister in charge of Law in accordance with the provisions of the laws and regulations;
- i. To prepare other reports required by the provisions of laws and regulations;
- j. To maintain the Register of Shareholders, Special Register, Minutes of GMS, Minutes of Meetings of the Board of Commissioners and Minutes of Meetings of the Board of Directors, Annual Reports and the Company's financial documents as referred to in letters d and e as well as other documents of the Company;

- k. To keep the following at the domicile of the Company: Register of Shareholders, Special Register, Minutes of GMS, Minutes of Meetings of the Board of Commissioners and Minutes of Meetings of the Board of Directors, Annual Reports and Company financial documents as well as other financial documents of the Company;
- l. To establish and maintain books and administration of the Company according to the common practice for a company;
- m. To develop an accounting system in accordance with the Financial Accounting Standards and based on the principles of internal control, especially the managerial, recording, storage and supervisory functions;
- n. To give periodic reports according to the mechanism and time in accordance with the applicable regulations, as well as other reports whenever requested by the Board of Commissioners and/or the holder of Series A Dwiwarna shares, with due observance of the laws and regulations, especially regulations in the capital market sector;
- o. To prepare the Company's organizational structure along with the details and duties;