

PT SOECHI LINES Tbk.
(“Perseroan”/“the Company”)
NOMINASI DAN REMUNERASI
NOMINATION AND REMUNERATION

Kebijakan Nominasi dan Remunerasi Dewan Komisaris
Nomination and Remuneration Policy of the Board of Commissioners

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| <p>Nominasi keanggotaan Dewan Komisaris Perseroan ditentukan dengan memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan oleh Perseroan.</p> | <p><i>Nomination of the Board of Commissioners members is determined by consideration of the variety of expertises, knowledges, and experiences as required by the Company.</i></p> |
| <p>Penetapan remunerasi Dewan Komisaris dilakukan dengan mengajukan usulan kepada Rapat Umum Pemegang Saham (RUPS) mengenai besaran gaji dan/atau tunjangan bagi anggota Dewan Komisaris dan dimintakan persetujuan RUPS.</p> | <p><i>Determination of the Board of Commissioners remuneration is conducted by submitting proposal of honorarium and/or other allowances to Annual General Meeting of Shareholders (AGMS) and to be approved by the AGMS.</i></p> |
| <p>Dasar penetapan remunerasi Dewan Komisaris adalah kinerja dan pencapaian Perseroan.</p> | <p><i>Remuneration is made based on the performance and achievement of the Company.</i></p> |

Kebijakan Nominasi dan Remunerasi Direksi
Nomination and Remuneration Policy of the Board of Directors

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| <p>Nominasi keanggotaan Direksi Perseroan ditentukan dengan memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan oleh Perseroan.</p> | <p><i>Nomination of the Board of Directors members is determined by consideration of the variety of expertises, knowledges, and experiences as required by the Company.</i></p> |
| <p>Komposisi anggota Direksi Perseroan ditetapkan dengan memperhatikan visi dan misi, rencana strategis, dan kepentingan berbagai pemangku kepentingan.</p> | <p><i>The composition of the Board of Directors is determined by considering the Company’s vision and missions, strategic plans, and the interests of various stakeholders.</i></p> |
| <p>Dasar penetapan remunerasi Direksi ditentukan berdasarkan kinerja dan pencapaian tiap anggota Direksi. Remunerasi diberikan dengan mempertimbangkan kondisi kinerja Perseroan.</p> | <p><i>The Board of Directors remuneration is determined based on the performance and achievements of each member of the Board of Directors. Remuneration is determined by considering the Company’s performances.</i></p> |

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| <p>Evaluasi kinerja anggota Direksi dilakukan oleh Dewan Komisaris. Hasil evaluasi kinerja dijadikan sebagai referensi oleh Dewan Komisaris dalam proses nominasi dan remunerasi anggota Direksi.</p> | <p><i>The Board of Directors performance evaluation is conducted by the Board of Commissioners. Performance evaluation results are references for the Board of Commissioners in the process of the Board of Directors nomination and remuneration.</i></p> |
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