



BOARD OF COMMISSIONERS OF

PT BUKIT ASAM TBK

Menara Kadin Lt.11, Jl. H.R. Rasuna Said Block X-5 Kav. 2-3 Jakarta 12950

DECREE OF THE BOARD OF COMMISSIONERS OF PT BUKIT ASAM Tbk

NUMBER: 19/SK/PTBA-DEKOM/XII/2023

CONCERNING

STIPULATION OF WORK GUIDELINES FOR THE NOMINATION AND

REMUNERATION COMMITTEE OF

PT BUKIT ASAM Tbk

BOARD OF COMMISSIONERS PT BUKIT ASAM Tbk

- Considering :
1. That, in order to increase the effectiveness and efficiency of the performance of the Nomination and Remuneration Committee in supporting the implementation of the functions and duties of the Board of Commissioners, it is necessary to regulate and establish a clear division of tasks in the Nomination and Remuneration Committee of the Board of Commissioners;
 2. That the Financial Services Authority has stipulated Financial Services Authority Regulation Number

PT BUKIT ASAM TBK

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34/POJK.04/2014 concerning the Nomination and Remuneration Committee and, in addition, the Minister of State-Owned Enterprises ("BUMN") has also stipulated Regulation Number PER-02/MBU/03 /2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Regulation Number PER-03/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

3. That, complying with the applicable laws and regulations and the implementation of the duties of the Nomination and Remuneration Committee, it is necessary to prepare a charter for the Nomination and Remuneration Committee as a guideline in carrying out its duties.

Referring to :

1. Law Number 8 of 1995 concerning Capital Markets;
2. Law Number 19 of 2003 concerning State-Owned Enterprises;
3. Law Number 40 of 2007 concerning Limited Liability Companies;
4. Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Human Settlements (Job Creation) into Law;

5. Republic of Indonesia's Government Regulation Number 45 of 2005 concerning the Establishment, Management, Supervision and Dissolution of State-Owned Enterprises;
6. Government Regulation Number 46 of 2022 concerning Capital Inclusion of the Republic of Indonesia for the Establishment of Company (Persero) in the Mining Sector;
7. Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committee;
8. Regulation of the Minister of BUMN Number: PER-02/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
9. Regulation of the Minister of BUMN Number PER-03/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises;
10. The latest Articles of Association of PT Bukit Asam Tbk as amended several times and most recently amended by the Deed of Decree of the Annual General Meeting of Shareholders for Fiscal Year 2022, Number 61 Dated 15 June 2023 made by Jose Dima Satria, S.H., M.Kn., Notary Public in Jakarta, notification of which

has been received by the Minister of Law and Human Rights of the Republic of Indonesia based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number: AHU.AH.01.03-0090409 dated 12 July 2023 concerning Receipt of Notification of the Articles of Association of PT Bukit Asam Tbk and Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number : AHU-AH.01.09-0138986 dated 12 July 2023 concerning Receipt of Notification of Amendments to Company Data of PT Bukit Asam Tbk.

DECIDES

- To stipulate : DECREE OF THE BOARD OF COMMISSIONERS OF PT. BUKIT ASAM TBK. CONCERNING STIPULATION OF WORK GUIDELINES FOR THE SECRETARIAT OF THE BOARD OF COMMISSIONERS OF PT. BUKIT ASAM TBK.
- FIRST : Stipulation of Work Guidelines for the Nomination and Remuneration Committee of PT Bukit Asam Tbk.
- SECOND : The Working Guidelines for the Nomination and Remuneration Committee of PT Bukit Asam Tbk as referred to in the FIRST Dictum are contained in the Attachment to

this Decree as an integral and inseparable part of this Decree.

THIRD : The Working Guidelines for the Nomination and Remuneration Committee of PT Bukit Asam Tbk as intended in the SECOND Dictum are established with the aim of serving as guidelines for the Nomination and Remuneration Committee of PT Bukit Asam Tbk in carrying out its duties, functions, responsibilities and authority complying with statutory regulations.

FOURTH : This decree is effective from the date of stipulation and if there are errors in the stipulation of this decree, it will be corrected as appropriate.

Stipulated in : Jakarta

On : 31 December 2023

BOARD OF COMMISSIONERS OF

PT BUKIT ASAM Tbk

Prepared by:

AUDIT COMMITTEE



Irwandy Arif
The president

Approved by:
BOARD OF COMMISSIONERS OF

PT BUKIT ASAM TBK



Irwandy Arif
The President Commissioner



Ahdi Pahril Pawi
Independent Commissioner



Kurnia Toha
Independent Commissioner



Carlo B. Tewu
Commissioner



E. Piterdono HZ
Commissioner



Rahmat Hidayat P
Komisaris Independen

The copies of this Decision shall be submitted to:

1. The Commissioner of PT Bukit Asam Tbk;
2. The Director of PT Bukit Asam Tbk;
3. The Secretary of the Board of Commissioners of PT Bukit Asam Tbk;
4. The Corporate Secretary of PT Bukit Asam Tbk;
5. Members of the Nomination & Remuneration Committee of PT Bukit Asam Tbk.

ATTACHMENT TO THE DECREE OF THE BOARD OF COMMISSIONERS OF
PT BUKIT ASAM Tbk

NUMBER : 19/SK/PTBA-KOM/XII/2023

DATE : 31 December 2023



CHARTER OF NOMINATION AND REMUNERATION COMMITTEE

Reference to implementing the work of the Nomination and Remuneration
Committee of PT Bukit Asam Tbk

CHARTER OF NOMINATION AND REMUNERATION COMMITTEE
OF PT BUKIT ASAM TBK

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CHAPTER I

INTRODUCTION

1.1. Background

The existence of a Committee having Nomination and Remuneration functions for public companies is regulated in Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committees. In line with developments, the Minister of State-Owned Enterprises ("BUMN") in 2021 based on the Regulation of the Minister of State-Owned Enterprises Number PER-06/MBU/04/2021 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-12/MBU/2012 concerning Support Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises require BUMN to have a committee having nomination and remuneration functions. In 2023, in line with the spirit of the omnibus law, the Minister of BUMN also stipulated Minister of BUMN Regulation Number 2/PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State Enterprises as well as Minister of BUMN Regulation Number PER-03/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises being the base and basis for the work of the Nomination and Remuneration Committee.

This Nomination and Remuneration Committee Work Guide outlines the work guidelines constituting the tasks and responsibilities within the Nomination and Remuneration Committee.

1.2. Definition

- a. The company is PT Bukit Asam Tbk.
- b. The PTBA's Board of Commissioners is all members of the PTBA Board of Commissioners who act as a unified Board.
- c. The PTBA's Board of Directors is all members of the PTBA Board of Directors.
- d. Management consists of the Directors and Officials 1 (one) level below the Directors who assist in managing the Company.
- e. The Company's ranks are all members of the Board of Commissioners, members of the Board of Directors and employees of the Company.
- f. Policies are rules for all implementations of the management of Company activities as well as a means to encourage initiative for Company Organs and Management in making operational decisions for the Company, within predetermined limits of authority.
- g. The proxy for Series A Dwiwarna Shareholders is PT Mineral Industri Indonesia (Persero) as the recipient of the power of attorney from the Series A Dwiwarna Shareholders based on the special power of attorney from the Minister of State-Owned Enterprises Number: SKK-19/MBU/03/2023 and its amendments.

- h. An Independent Commissioner is a member of the Board of Commissioners who meets the independence criteria in accordance with applicable regulations and the person concerned is appointed by the GMS as an Independent Commissioner.
- i. The Audit Committee is a committee formed by the Board of Commissioners in order to assist the implementation of the duties and functions of the Board of Commissioners to encourage the implementation of good corporate governance, the establishment of an adequate internal control structure, improving the quality of financial disclosure and reporting, as well as reviewing the scope, accuracy, independence and objectivity of Public Accountants.
- j. The Nomination and Remuneration Committee is a committee formed by and responsible to the Board of Commissioners to assist in carrying out the functions and duties of the Board of Commissioners regarding Nomination and Remuneration for Members of the Board of Directors and Members of the Board of Commissioners.
- k. The Business Risk Monitoring Committee is a committee formed and responsible to the Board of Commissioners, as required by the Company complying with the provisions of regulations in the BUMN sector, one of functions is related to Risk Management.
- l. Integrated Governance Committee, a committee formed and responsible to the Board of Commissioners, as required by the Company complying with the provisions of regulations in the BUMN sector, having functions related to integrated governance.

- m. The organs of the Board of Commissioners are the Secretariat of the Board of Commissioners, Audit Committee, Nomination and Remuneration Committee, Business Risk Monitoring Committee and Integrated Governance Committee.
- n. The Company's organs are the GMS, Board of Commissioners and Directors.
- o. Secretary to the Board of Commissioners is an official appointed by the Board of Commissioners, whose task is to carry out administrative and secretarial duties relating to all activities of the Board of Commissioners.
- p. The Corporate Secretary is a structural function unit within the Company's organization whose task is to provide support to the Board of Directors in carrying out their duties.
- q. Nomination is the nomination of a person to be appointed to a position as a member of the Board of Directors or member of the Board of Commissioners.
- r. Remuneration is a reward determined and given to members of the Board of Directors and members of the Board of Commissioners because the position and role assigned is in accordance with the duties, responsibilities and authority of members of the Board of Directors and members of the Board of Commissioners.

1.3. Legal Basis

- a. Law Number 8 of 1995 concerning Capital Markets;
- b. Law Number 19 of 2003 concerning State-Owned Enterprises;

- c. Law Number 40 of 2007 concerning Limited Liability Companies;
- d. Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law;
- e. Republic of Indonesia Government Regulation Number 45 of 2005 concerning the Establishment, Management, Supervision and Dissolution of State-Owned Enterprises;
- f. Government Regulation Number 46 of 2022 concerning State Capital Inclusion of the Republic of Indonesia for the Establishment of Companies (Persero) in the Mining Sector;
- g. Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committee;
- h. Minister of BUMN Regulation Number: PER-02/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
- i. Minister of BUMN Regulation Number PER-03/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises;
- j. Financial Services Authority Regulation Number 34/POJK.04/2014 concerning Nomination and Remuneration Committees for Issuers or Public Companies;
- k. The latest Articles of Association of PT Bukit Asam Tbk as amended several times and most recently amended by the Deed of Resolution Statement of the Annual General Meeting of Shareholders for Fiscal Year 2022, Number 61 Dated 15 June 2023 made by Jose Dima Satria,

S.H., M.Kn., Notary Public in Jakarta, whose The notification has been received by the Minister of Law and Human Rights of the Republic of Indonesia based on the Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number: AHU.AH.01.03- 0090409 dated 12 July 2023 Regarding the Receipt of Notification of the Articles of Association of PT Bukit Asam Tbk and Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number: AHU-AH.01.09-0138986 dated 12 July 2023 Regarding Receipt of Notification of Amendments to PT Bukit Asam Tbk's Company Data.

CHAPTER II

ORGANIZATION

2.1. Membership

The Nomination and Remuneration Committee consists of at least 3 (three) members, with the following conditions:¹

- 1) 1 (one) chairperson and member who is an Independent Commissioner;
- 2) Other members who may come from:
 - a) Members of the Board of Commissioners;
 - b) Other parties outside the Company;

2.2. Requirements for the Nomination and Remuneration Committee²

- a. Having good integrity and sufficient knowledge and work experience in the field of nomination and remuneration;
- b. Having no personal interests/relationships which may have a negative impact or conflict of interest on the Company;
- c. Able to communicate effectively;
- d. Can provide sufficient time to complete tasks;
- e. Having no affiliated relationship with the Company, members of the Board of Directors, members of the Board of Commissioners (blood or joint family relationships up to the third degree either straight or sideways), or major shareholders;
- f. Having experience related to Nomination and/or Remuneration; and

¹ Article 3, paragraph (1) of POJK No.34/POJK.04/2014.

² Article 142 of BUMN Ministerial Regulation No.3/2023 Jo Article 3, paragraph (3) of POJK No.34/POJK.04/2014.

- g. Does not hold double (concurrent) positions as a member of other Committees in the Company, unless permitted complying with applicable provisions.

2.3. Term of Office (Tenure)

- a. Especially, members of the Nomination and Remuneration Committee who come from elements of the Board of Commissioners follow the provisions of the position of the relevant Board of Commissioners;³
- b. The term of office of members of the Nomination and Remuneration Committee is determined by the Board of Commissioners at 3 (three) years and can be reappointed for 2 (two) years without prejudice to the Board of Commissioners' right to dismiss him any time.⁴ With the provisions, the maximum accumulated term of office of the Board of Commissioners is 5 (five) years.

2.4. Appointment and Dismissal

- a. The Chairperson and members of the Nomination and Remuneration Committee are appointed and dismissed by the Board of Commissioners;⁵
- b. The appointment and dismissal of members of the Nomination and Remuneration Committee is reported to the GMS;⁶

³ Article 138, paragraph (6) of BUMN Ministerial Regulation No.3/2023.

⁴ Article 141 of BUMN Ministerial Regulation No.3/2023.

⁵ Article 138, paragraph (2) of BUMN Ministerial Regulation No.3/2023.

⁶ Article 138, paragraph (5) of BUMN Ministerial Regulation No.3/2023.

- c. In the event that a member of the Board of Commissioners who serves as Chairperson of the Nomination and Remuneration Committee ceases to be a member of the Board of Commissioners, the Chairperson of the Nomination and Remuneration Committee must be replaced with another member of the Board of Commissioners within no later than 30 (thirty) days.⁷
- d. Replacement of members of the Nomination and Remuneration Committee who are not members of the Board of Commissioners shall be carried out no later than 60 (sixty) days after the members of the Nomination and Remuneration Committee are no longer able to carry out their functions.⁸

⁷ Article 138, paragraph (7) of BUMN Ministerial Regulation No.3/2023.

⁸ Article 4, paragraph (4) of POJK No.34/POJK.04/2014.

CHAPTER III
TASKS, AUTHORITIES AND RESPONSIBILITIES

3.1. Tasks

The Nomination and Remuneration Committee is tasked with carrying out activities to assist the Board of Commissioners to carry out their duties, including as follows:⁹

- a. Providing recommendations to the Board of Commissioners regarding:
 - 1) Composition of positions of members of the Board of Directors and/or members of the Board of Commissioners;
 - 2) Policies and criteria required in the Nomination process;
 - 3) Performance evaluation policy for members of the Board of Directors and/or members of the Board of Commissioners.
- b. Conducting regular reviews of the Company's Talent Management system as well as monitoring and evaluating its implementation;
- c. Evaluating the Talent classification systems and procedures carried out by the Company's Directors;
- d. Carrying out validation and calibration of Selected Talent, to produce a list of Nominated Talent nominated by the Board of Commissioners at the GMS;
- e. Evaluating prospective representatives of the Company who will be proposed as members of the Board of Directors or members of the

⁹ Article 140 of BUMN Ministerial Regulation No.3/2023 Jo Article 8 POJK No.34/POJK.04/2014.

Board of Commissioners of Subsidiaries, before being submitted to the GMS;

- f. Evaluating individual KPI proposals for members of the Company's Board of Directors and members of the Board of Commissioners based on benchmarks that have been prepared as evaluation material;
- g. Preparing a proposed individual performance evaluation system for members of the Board of Directors and/or members of the Board of Commissioners of the Company;
- h. Preparing development program proposals for members of the Board of Directors and/or members of the Board of Commissioners of the Company;
- i. Evaluating remuneration policies for employees requiring approval/response from the Company's Board of Commissioners; and;
- j. Evaluating the Company's directors' proposals regarding the Company's organizational structure;
- k. Providing recommendations to the Board of Commissioners regarding:
 - 1) Remuneration Structure for Directors and Board of Commissioners;
 - 2) Remuneration Policy for Directors and Board of Commissioners; and
 - 3) Amount of Remuneration for Directors and Board of Commissioners;
- l. Assisting the Board of Commissioners in carrying out performance assessments in accordance with the remuneration received by each member of the Board of Directors and/or members of the Board of Commissioners.

- m. Developing the composition and nomination process for members of the Board of Directors and/or Board of Commissioners;
- n. In addition to the tasks as referred to above (points a-k), the Board of Commissioners may provide other assignments to the Nomination and Remuneration Committee complying with statutory regulations.

3.2. Procedures Related to Nomination and Remuneration¹⁰

In carrying out the Tasks as stated in number 3.1 above, the Nomination and Remuneration Committee is obliged to carry out the following procedures:

a. Nomination

- 1) Arranging the composition and nomination process for members of the Board of Directors and/or members of the Board of Commissioners;
 - 2) Developing policies and criteria required in the Nomination process for candidates for members of the Board of Directors and/or members of the Board of Commissioners;
 - 3) Assisting in carrying out evaluations of the performance of members of the Board of Directors and/or members of the Board of Commissioners;
 - 4) Developing a capacity development program for members of the Board of Directors and/or members of the Board of Commissioners;
- and

¹⁰ Articles 9 and 10 of POJK No.34/POJK.04/2014.

5) Reviewing and proposing candidates who meet the requirements as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

b. Remuneration

1) Preparing a Remuneration structure for members of the Board of Directors and/or members of the Board of Commissioners that may consist of:

- a) salary;
- b) honorary;
- c) incentives; and/or
- d) fixed and/or variable allowances.

2) Formulating policies on Remuneration for members of the Board of Directors and/or members of the Board of Commissioners

3) Preparing the amount of remuneration for members of the Board of Directors and/or members of the Board of Commissioners;

4) In preparing as in numbers 1) to 3) above, the Committee of Nominations and Remuneration must consider:

- a) Remuneration applicable to the industry is in accordance with the business activities of similar companies and the business scale of the company in the industry;
- b) the tasks, responsibilities and authorities of members of the Board of Directors and/or members of the Board of

Commissioners are related to achieving the goals and performance of the Issuer or Public Company;

c) performance targets or performance of each member of the Board of Directors and/or members of the Board of Commissioners; and

d) balance of allowances between permanent and non-permanent variable.

5) The structure, policies and amount of Remuneration must be evaluated by the Nomination and Remuneration Committee at least 1 (one) time in 1 (one) year.

3.3. Authority

a. Accessing records or information about employees, funds, assets and other resources belonging to the Company related to the implementation of their duties;¹¹

b. Obtaining the required information, input, explanations from the Directors of PTBA and the Directors of PTBA Subsidiaries;

c. Requesting and obtaining information, input, explanations from employees and other parties related to the Company's activities.

3.4. Responsibilities¹²

a. The Nomination and Remuneration Committee is responsible to the Company's Board of Commissioners and must submit a report to the

¹¹ Article 156, paragraph (1) of BUMN Ministerial Regulation No.3/2023.

¹² Article 155 of BUMN Ministerial Regulation No.3/2023.

Company's Board of Commissioners regarding each implementation of its duties, accompanied by recommendations if necessary;

- b. The Nomination and Remuneration Committee makes quarterly reports and annual reports to the Company's Board of Commissioners;
- c. The Nomination and Remuneration Committee report as referred to in letters (a) and (b) above, is signed by the chairman of the Nomination and Remuneration Committee and members of the Nomination and Remuneration Committee;
- d. The Nomination and Remuneration Committee must maintain the confidentiality of relevant Company documents, data and information, both from internal and external parties and only use it for the purposes of carrying out its duties.¹³

3.5. Committee Working Procedures

- a. Before the current financial year, the Nomination and Remuneration Committee must prepare and submit an annual work plan and budget to the Company's Board of Commissioners for adoption;
- b. A copy of the annual work plan and budget of the Nomination and Remuneration Committee as referred to in letter a is submitted by the Board of Commissioners of the Company for your information;
- c. In implementing the annual work plan and budget as referred to in letter a, the Nomination and Remuneration Committee may hold meetings with the Director and/or related Division or Work Unit;

¹³ Article 157 of BUMN Ministerial Regulation No.3/2023.

- d. The implementation of the Nomination and Remuneration Committee's annual work plan and budget is reported to the Company's Board of Commissioners.

3.6. Meeting¹⁴

- a. The Nomination and Remuneration Committee holds meetings at least in accordance with the provisions for meetings of the Company's Board of Commissioners as stipulated in the articles of association (1 (one) time a month);
- b. Nomination and Remuneration Committee meetings can only be held if:
 - 1) attended by the majority of the Nomination and Remuneration Committee members; and
 - 2) one of the majority of members of the Nomination and Remuneration Committee is the Chairperson of the Nomination and Remuneration Committee;
 - 3) With the provisions for meeting agendas related to Nomination and Remuneration, they can only be held if:
 - a) attended by the majority of the members of the Board of Commissioners; and
 - b) one of the majority members of the Board of Commissioners is an Independent Commissioner.
- c. Decisions at the Nomination and Remuneration Committee meeting are made under deliberation and consensus. In the event that decisions

¹⁴ Article 154 of BUMN Ministerial Regulation No.3/2023 Jo Articles 12, 13, 14, 16, 17, and 18 POJK No.34/POJK.04/2014.

made under deliberation and consensus are not reached, the decisions are made under the majority vote. If a decision is made by voting, the decision is made through a mechanism determined by the meeting participants.

- d. Each meeting of the Nomination and Remuneration Committee is outlined in the minutes of the meeting signed by all committee members present;
- e. If the decision making process have differences of opinion, such differences of opinion must be included in the minutes of the meeting along with the reasons the difference of opinion;
- f. Minutes of meetings as submitted in writing by the Nomination and Remuneration Committee to the Company's Board of Commissioners;
- g. The attendance of Nomination and Remuneration Committee members at meetings is reported in the committee's quarterly report and annual report;
- h. Minutes of Nomination and Remuneration Committee Meetings are documented by the Company.

3.6 Evaluation

Evaluation of the performance of the Nomination and Remuneration Committee is carried out periodically as part of the periodic report of the Company's Board of Commissioners using the method determined by the Company's Board of Commissioners provided that the evaluation is carried out using a self-assessment mechanism.

3.7 Prohibition of Conflicts of Interest

- a. If a member of the Nomination and Remuneration Committee comes from a particular institution, the institution where the committee member comes from may not provide services to the Company;
- b. Members of the Nomination and Remuneration Committee who come from outside the Company are prohibited from having blood or joint family relationships up to the third degree either straight or sideways with members of the Board of Commissioners and members of the Board of Directors of the Company concerned.

CHAPTER V

CONCLUSION

5.1. Other Provisions

- a. If deemed necessary, the Nomination and Remuneration Committee may propose improvements to the Nomination and Remuneration Committee Work Guidelines.
- b. To maintain and improve the quality of implementation of its duties, the Nomination and Remuneration Committee can participate in orientation, development, training programs and conduct comparative studies at the Company's expense.

5.2. Implementation of the Nomination and Remuneration Committee Work Guidelines

- a. These Nomination and Remuneration Committee Work Guidelines are declared effective as of being signed by the PTBA Board of Commissioners.
- b. A copy of the PTBA Board of Commissioners' Decree regarding Determination of the Nomination and Remuneration Committee Work Guidelines is submitted to the Board of Directors.

stipulated in : Jakarta

On : December 31, 2023

Prepared by,

NOMINATION & REMUNERATION COMMITTEE



Kurnia Toha
Chairperson

Approved by the

BOARD OF COMMISSIONERS OF

PT BUKIT ASAM TBK



Irwandy Arif
The President Commissioner



Ahdi Pahril Pawi
Independent Commissioner



Bahmat Hidayat P
Komisaris Independen



Kurnia Toha
Independent Commissioner



Carlo B. Tewu
Commissioner



E. Piterdono HZ
Commissioner