

Nomination and Remuneration Committee Report

The composition of the Nomination and Remuneration Committee (“Committee”), that has been appointed since 2015 by the Board of Commissioners (“BOC”), has 3 (three) person which consists of the Committee Chief and 2 (two) other members. Based on the Committee’s Charter, the Chief of the Nomination and Remuneration Committee is an Independent Commissioner. The Committee’s composition in 2016 is as follows:

Chief : Anugerah Pekerti
Member : Prijono Sugiarto
Member : Mariana Kokasih

The Committee reports to the BOC and assists the BOC in implementing its nomination and remuneration functions according to the Committee’s charter. Particularly it provides recommendation about BOC and Board of Director’s (“BOD”) membership and their remuneration to be submitted to the General Meeting of Shareholders (“GMS”).

In implementing its role, the Committee periodically evaluates policies and decisions of the nomination and remuneration process of BOC and BOD members and submits its recommendations to the BOC.

As part of the governance process the Committee regularly meets with the BOC and BOD and prepares a report of its findings and recommendations that will be submitted to the GMS as part of the BOC annual supervision report.

In 2016, the Committee has 3 (three) meetings with attendance rate of 90% of all members.

The Committee implements its role and duty through the following main activities:

1. Works with the BOC and BOD on the formulation, implementation and review of employment, nomination and remuneration of regulation-based policies for BOC and BOD members.
2. Review, evaluate and discuss with the BOC and BOD the Company’s compliance to regulations of nomination, remuneration and employment of BOC and BOD members.

This report is presented and signed by the Nomination & Remuneration Committee of PT Astra Agro Lestari, Tbk.

Jakarta, 31 December 2016

Anugerah Pekerti
Chief

Prijono Sugiarto
Member

Mariana Kokasih
Member