

# Profil Komite Nominasi & Remunerasi

## PROFILE OF NOMINATION & REMUNERATION COMMITTEE

### **DR. Ir. Deddy Saleh**

Ketua

Warga Negara Indonesia lahir di Kuningan, Jawa Barat pada tanggal 24 November 1952. Beliau memperoleh gelar Sarjana Ekonomi Pertanian Universitas Sriwijaya, Palembang tahun 1978, Kursus Perencanaan Nasional (PPN) Universitas Indonesia tahun 1981, dan memperoleh gelar Doktor Ekonomi Pertanian (*Cum Laude*) dengan Spesialisasi Perdagangan Internasional dari Institut Pertanian Bogor tahun 1991. Beliau memulai karirnya menjadi Atase Perdagangan pada KBRI Kuala Lumpur, Malaysia (1992-1997) dan KBRI Canberra, Australia (1997-2001). Selain itu, beliau pernah menjabat menjadi Kepala Pusat Penelitian dan Pengembangan Perdagangan Luar Negeri (April 2002-Januari 2003), Direktur Bina Usaha dan Pendaftaran Perusahaan (Januari 2003-Mei 2004), Direktur Kerjasama Bilateral II (Mei 2004-Juli 2005) di Departemen Perindustrian dan Perdagangan RI. Beliau juga pernah mempunyai pengalaman kerja di Departemen Perdagangan RI sebagai Direktur Kerjasama Regional (Juli 2005-Mei 2007), Direktur Kerjasama Multilateral (Juni 2007-Juni 2008). Kepala BAPPEBTI (Badan Pengawas Perdagangan Berjangka Komoditi) (Juni 2008-Desember 2010), Pelaksana Tugas Direktur Jenderal Perdagangan Luar Negeri (Juli 2010-Desember 2010) Kementerian Perdagangan RI, Jakarta. Pada bulan Januari 2011, beliau diangkat menjadi Direktur Jenderal Perdagangan Luar Negeri, Kementerian Perdagangan RI (Januari 2011-Desember 2012). Sejak bulan Agustus 2013, beliau menjabat sebagai anggota Komite Audit Perseroan dan juga di PT. Indah Kiat Pulp & Paper Tbk. Pada tahun 2013 beliau diangkat sebagai Komisaris Independen PT. Indah Kiat Pulp & Paper Tbk. dan pada Juni 2015 beliau diangkat sebagai Komisaris Independen PT. Pabrik Kertas Tjiwi Kimia Tbk. Pada bulan Juli 2018, beliau diangkat sebagai Komisaris Independen, Ketua Komite Nominasi dan Komite Audit Perseroan.

Selama tahun 2019, beliau menghadiri berbagai forum diskusi internal yang membahas persoalan-persoalan terkini yang dihadapi perusahaan pada umumnya, GCG, perekonomian Indonesia dan ketenaga kerjaan.

Bapak Deddy Saleh tidak mempunyai hubungan afiliasi dengan anggota Dewan Komisaris, Direksi maupun pemegang saham utama Perseroan

### **DR. Ir. Deddy Saleh**

Chairman

*Indonesian citizen, born in Kuningan, West Java on November 24<sup>th</sup>, 1952. He obtained his Bachelor of Agricultural Economics from Universitas Sriwijaya, Palembang in 1978, National Planning Course (PPN) University of Indonesia in 1981, and Doctor of Agricultural Economics (Cum Laude) with specialisation in International Trade from Institut Pertanian Bogor in 1991. He started his career as the Commercial Attache of KBRI Kuala Lumpur, Malaysia (1992-1997) and KBRI Canberra, Australia (1997-2001). Furthermore, he was also served as the Head of Central Research and Development of Foreign Trade (April 2002-January 2003), Director of Managing Business and Business Registration (January 2003-May 2004), Director of Bilateral Cooperation II (May 2004-July 2005) in Indonesia's Trade and Industry Department. He also had his career in Indonesia's Trade Department as the Director of Regional Cooperation (July 2005-May 2007), Director of Multilateral Cooperation (June 2007-June 2008). Head of BAPPEBTI (Badan Pengawas Perdagangan Berjangka Komoditi) (June 2008-December 2010), Executing Tasks of Foreign General Director (July-December 2010), Indonesia's Ministry of Trade, Jakarta. In January 2011, he was appointed as the General Director of Foreign Trade, Indonesia's Ministry of Trade (January 2011-December 2012). Since August 2013, he is a member of Audit Committee of PT. Indah Kiat Pulp & Paper Tbk. and PT. Indah Kiat Pulp & Paper Tbk. and Audit Committee's. He was appointed as Independent Commissioner of PT. Indah Kiat Pulp & Paper Tbk. since 2013 and Independent Commissioner of PT. Pabrik Kertas Tjiwi Kimia Tbk. since 2015. He was appointed as Independent Commissioner, Chairman of Nominating and Remuneration Committee's and Audit Committee of the Company since July 2018.*

*During 2019, he attended various in-house discussion forums regarding current issues faced by a company, GCG, Indonesian economics and employment.*

*Mr. Deddy Saleh has no affiliated relationship with the members of Board of Commissioners, Board of Directors and main shareholder of the Company.*

# Profil Komite Nominasi & Remunerasi

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### **Aditiawan Chandra, Ph.D.**

Anggota

Warga negara Indonesia, lahir di Cipanas pada tanggal 3 Pebruari 1950. Lulusan dari Fakultas Ekonomi Universitas Indonesia (1977), University of Wisconsin – Madison (1980), dan University of North Carolina – Chapel Hill (1985). Beliau pernah menjabat sebagai Kepala Lembaga FEUI, Komisaris Independen PT. Semen Padang Tbk, Asisten Menteri Negara Investasi/BKPM, Komisaris PT Bank International Indonesia Tbk, Direktur Program Magister MMUI, Dekan Fakultas Ekonomi Universitas Indonesia dan Presiden Komisaris PT. Bank Permata Tbk. Disamping itu, beliau adalah penerima Tanda Kehormatan “Satyalancana Karya Satya 30 tahun” dari Pemerintah Republik Indonesia. Saat ini beliau menjabat sebagai Anggota Komite Audit PT. Indah Kiat Pulp & Paper Tbk dan PT Pabrik Kertas Tjiwi Kimia Tbk dan Anggota Dewan Pengawas Yayasan Eka Tjipta. Beliau diangkat sebagai anggota Komite Audit dan Komite Nominasi dan Remunerasi Perseroan pada bulan Juli 2018.

Selama tahun 2019, beliau menghadiri berbagai forum diskusi internal yang membahas persoalan-persoalan terkini yang dihadapi perusahaan pada umumnya, politik, perekonomian Indonesia, perekonomian global dan GCG.

Bapak Aditiawan Chandra tidak mempunyai hubungan afiliasi dengan anggota Dewan Komisaris, Direksi maupun pemegang saham utama Perseroan.

### **Aditiawan Chandra, Ph.D.**

Member

*Indonesian citizen, Born in Cipanas on February 3<sup>rd</sup>, 1950. He graduated from the Faculty of Economics, University of Indonesia (1977), University of Wisconsin at Madison (1980) and University of North Carolina at Chapel Hill (1985). He held several positions, among others: Head of Management Institute at the University of Indonesia, Independent Commissioner of PT Semen Padang Tbk, Assistant to State Minister of Investment (BKPM), Commissioner of PT Bank International Indonesia Tbk, Program Director of Magister Management at the University of Indonesia, and President Commissioner of PT Bank Permata Tbk. The President of Indonesia recognized him for over 30 years of service to the nation. Currently, he is a member of Audit Committee of PT Indah Kiat Pulp & Paper Tbk and PT. Pabrik Kertas Tjiwi Kimia Tbk and a member of Supervisory Board of Eka Tjipta Foundation. He was appointed as member of Audit Committee and Nominating and Remuneration Committee of the Company's since July 2018.*

*During 2019, he attended various in-house discussion forums regarding current issues faced by a company, politic, Indonesian economics, global economics and GCG.*

*Mr. Aditiawan Chandra has no affiliated relationship with the members of Board of Commissioners, Board of Directors and main shareholder of the Company.*

# Profil Komite Nominasi & Remunerasi

## PROFILE OF NOMINATION & REMUNERATION COMMITTEE

### **Frenky Loa**

Anggota

Warga Negara Indonesia lahir di Surabaya pada tanggal 2 Juli 1970. Lulusan Sarjana Teknik Industri dari University of Iowa, Amerika Serikat pada tahun 1992. Pengalaman kerja antara lain sebagai Project Manager (1993-1998), Deputy General Manager (1998-2004), sebagai Direktur sejak tahun 2004 di PT. Menara Madju, Komisaris PT. Oto Multiartha sejak tahun 2004, Internal Control dan Audit di Sinar Mas Pulp & Paper Products sejak tahun 2005. Sebagai Komisaris Utama (2014-2015) dan diangkat sebagai Direktur (2015-2017) PT. Pabrik Kertas Tjiwi Kimia Tbk. Beliau diangkat sebagai Komisaris (2007-2014), Presiden Komisaris (2014-2015) dan Wakil Presiden Direktur PT. Indah Kiat Pulp & Paper Tbk (2015-2017). Beliau diangkat sebagai Direktur (2011-2014), kemudian sebagai Komisaris Utama (2014-2015) dan sejak 2015 diangkat sebagai Komisaris PT. Pindo Deli Pulp And Paper Mills dan Perseroan. Pada Juli 2018 beliau diangkat sebagai Komisaris Utama dan anggota Komite Nominasi dan Remunerasi Perseroan.

Selama tahun 2019, beliau menghadiri berbagai forum diskusi internal yang membahas persoalan-persoalan terkini yang dihadapi perusahaan pada umumnya, perekonomian Indonesia, perekonomian global dan ketenaga kerjaan.

### **Frenky Loa**

Member

*Indonesian citizen born in Surabaya on July 2<sup>nd</sup>, 1970. He graduated with a degree in Industrial Technic from the University of Iowa, USA in 1992. Working experiences such as; Project Manager (1993-1998), Deputy General Manager (1998-2004), Director since 2004 in PT. Menara Madju, Commissioner of PT. Oto Multiartha since 2004, Internal Control and Audit in Sinar Mas Pulp & Paper Products since 2005. He was appointed as President Commissioner (2014-2015) and was appointed as Director (2015-2017) of PT. Pabrik Kertas Tjiwi Kimia Tbk. He has been a Commissioner (2007-2014), President Commissioner (2014-2015) and was appointed as Vice President Director (2015 -2017) of the PT. Indah Kiat Pulp & Paper Tbk. He was appointed as Director (2011-2014), President Commissioner (2014-2015) and since 2015 was appointed as Commissioner of the Company and PT. Pindo Deli Pulp And Paper Mills. In July 2018 he was appointed as President Commissioner and a member of Nominating and Remuneration Committee's of the Company.*

*During 2019, he attended various in-house discussion forums regarding current issues faced by a company, Indonesian economics, global economics and employment.*