

Human Capital Committee

Establishment of Human Capital Committee

The Company established a Human Capital Committee to support the optimum Human Resources ("HR") management in the Company. The Human Capital Committee recommends and determines HR management strategies within the scope of:

1. Strategic plan for HR management and development;
2. Employee compensation and benefit;
3. Performance evaluation management;
4. Good work climate development;
5. The Company's culture development.

Human Capital Committee Charter

The Human Capital Committee Charter was ratified by the Board of Directors on November 28, 2014 and updated on July 16, 2024 based on the Decree of the Board of Directors No.KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM (the latest SK number) concerning the Human Capital Committee. In general, the charter governs the terms and conditions of the Human Capital Committee for the Company and its subsidiary (collectively called "The Company's Group"). The Human Capital Committee Charter is reviewed and updated periodically, this charter can be revised to keep it relevant to the organization's needs and the development of the Company.

The Purpose of Establishment

1. Assist the Board of Directors in providing strategic direction regarding HR management.
2. Increase the effectiveness and transparency of HR management decision making based on the principles of Good Corporate Governance.

Authorities, Duties and Responsibilities

1. To ensure that HR management is carried out based on the principles of Good Corporate Governance.
2. To provide recommendations and establish strategic plans for HR management and development.
3. Determine an effective compensation and benefits system for employees (salary, bonuses, retention programs, benefits and others).
4. Establish policies and strategies related to company talent management including; talent identification, succession planning and talent development programs.
5. Discuss industrial relations disputes that are at risk of being processed at the Industrial Relations Court.
6. To perform duties and other responsibilities that may be given by the Board of Directors to Human Capital Committee.

Composition of the Human Capital Committee

- Chairman : Philmon Samuel Tanuri
- Members : David Agus
- Members : Anung Rony Hascaryo
- Members : Widya Novita
- Members : Rafika Luthfi

Name	Position in the Committee	Appointment Letter	Term of Office	Position in the Company
Philmon Samuel Tanuri	Chairman and also member	Decree Letter of the Board of Directors No. 014/ BoD/PT-DA/XII/2022 concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk which was updated by Decree Letter of the Board of Directors No. KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk dated July 16, 2024.	July 2022 – present	President Director
David Agus	Members	Decree Letter of the Board of Directors No. 014/ BoD/PT-DA/XII/2022 concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk which was updated by Decree Letter of the Board of Directors No. KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk dated July 16, 2024.	November 2014 – present	Director
Anung Rony Hascaryo	Members	Decree Letter of the Board of Directors No. KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk dated July 16, 2024.	July 2024 – present	Director

Widya Novita	Members	Decree Letter of the Board of Directors No. 014/ BoD/PT-DA/XII/2022 concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk which was updated by Decree Letter of the Board of Directors No. KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk dated July 16, 2024.	May 2022 – present	Head of Human Capital
Rafika Luthfi	Members	Decree Letter of the Board of Directors No. KEP: SK.010/BOD/PT-DA-AH/VII/2024.TRIM concerning Human Capital Committee of PT Trimegah Sekuritas Indonesia Tbk dated July 16, 2024.	July 2024 – present	HC Development & Services Head

Profile of the Human Capital Committee



Philmon Samuel Tanuri

The complete profile is available on the “About Trimegah” Page – Board of Directors subpage which can be accessed at <https://www.trimegah.com/en/site/about/board-of-directors>



David Agus

The complete profile is available on the “About Trimegah” Page – Board of Directors subpage which can be accessed at <https://www.trimegah.com/en/site/about/board-of-directors>



Anung Rony Hascaryo

The complete profile is available on the "About Trimegah" Page – Board of Directors subpage which can be accessed at <https://www.trimegah.com/en/site/about/board-of-directors>



Widya Novita

Indonesia citizen, 45 years old, domiciled in Jakarta.

Earned a Bachelor's Degree in Economics and Computer Science from Binus University in 2003.

Previously worked at PT Bank Danamon Indonesia Tbk as Organization Development Analyst (2013-2015), PT Bank Maybank Indonesia Tbk as Organization Governance & Analytics Manager (2015-2017), and HC Organization Design (2017 – 2018) at PT Bank OCBC NISP Tbk.

Joined the Company in 2018 as OD & Rewards Management Head and holds the position as Head of Human Capital since May 2022.



Rafika Luthfi

Indonesia citizen, 41 years old, domiciled in Jakarta.

Earned a Master's Degree in Management from Binus University in 2023.

Previously worked at PT Bank Danamon Indonesia Tbk as HC Policy Management Analyst (2009 – 2015), PT Bank OCBC NISP Tbk as Organization Development Analyst (2015 - 2018), PT Bank KEB Hana Indonesia as HC Development & Strategy Head (2019 – 2020) and PT Semen Indonesia Persero Tbk as HC Policy & Strategy (2020 – 2021).

Joined the Company in 2022 and holds the position as HC Development & Services Head since November 2023.

Code of Conduct and Implementation of Human Capital Committee Meeting

1. Human Capital Committee meetings are held at least 2 (two) times a year.
2. Decision making is made based on consensus. In the event that consensus is not reached, the decision-making shall be made based on the majority vote cast.
3. Committee meeting is declared to reach a quorum if at least 50% (fifty percent) of all members of the Human Capital Committee.
4. Human Capital Committee meeting shall be recorded in the minutes of meetings. Dissenting opinions in the meetings must be stated clearly in the minutes of the meeting along with the reasons for the differences of opinion.
5. The minutes of meetings are kept and distributed to all committee members, and if necessary, to other members of the Board of Directors and Corporate Secretary.
6. Members of the Human Capital Committee who have a conflict of interest in a transaction, contract or a proposed contract in which the company is a party, must state of their interest and are not entitled to participate in voting on matters relating to the transaction or contract unless the Human Capital Committee meeting determines otherwise.

