

# Nomination of the Board of Commissioners, Sharia Supervisory Board (DPS), & Board of Directors

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The Remuneration and Nomination Committee is a body established by the Board of Commissioners, tasked with assisting the implementation and oversight of activities related to remuneration and nomination in accordance with the BCAS Articles of Association and prevailing regulations.

The BCAS Board of Commissioners has instituted the Remuneration and Nomination Committee (KRN), whose primary role is to support the Board of Commissioners in developing policies and implementing remuneration for members of the Board of Commissioners, the Board of Directors, and the Sharia Supervisory Board (DPS) at BCAS.

## **Duties and Responsibilities**

- a. Formulate and recommend to the Board of Commissioners the system and procedure for selecting and/or replacing members of the Board of Commissioners and the Board of Directors, to be presented to the General Meeting of Shareholders (GMS).
- b. Provide recommendations to the Board of Commissioners regarding:
  - Policies and criteria required for the nomination process.
  - Candidates for the Board of Commissioners and/or the Board of Directors to be presented to the GMS.
  - The composition of positions within the Board of Directors and/or the Board of Commissioners.
  - Development programs for enhancing the capabilities of members of the Board of Directors and/or the Board of Commissioners.

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- Performance evaluation policies for members of the Board of Directors and/or the Board of Commissioners.
- c. Recommend independent candidates for the Audit Committee and the Risk Monitoring Committee to the Board of Commissioners.
- d. Assist the Board of Commissioners in evaluating the performance of members of the Board of Directors and/or members of the Board of Commissioners based on predetermined benchmarks as a basis for evaluation.
- Execute other duties assigned by the Board of Commissioners related to remuneration and nomination in accordance with applicable regulations.
  - Report the findings and recommendations associated with the KRN's duties to the Board of Commissioners when required.
- e. If necessary, the Company's Remuneration and Nomination Committee may engage the services of reputable and independent search firms in the selection process for members of the Board of Commissioners or the Board of Directors.