



**PT LATINUSA, Tbk.**

**DETERMINATION OF SALARY, HONORARIUM AND OTHER ALLOWANCES FOR**  
**MEMBERS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS**  
**FISCAL YEAR 2021**

For 2020, realization of the amount of the Board of Commissioners remuneration are as much as Rp1,007,801,158,- (one billion seven million eight hundred one thousand one hundred fifty eight Rupiah) and for the Board of Directors totally as much as Rp3,254,955,920,- (three billion two hundred fifty four million nine hundred fifty five thousand nine hundred twenty Rupiah).

Determination of the Board of Commissioners and the Board of Directors remuneration with due regard Company performance.

According with the provision of the Article 14 paragraph 23 Company Articles of Association to the Board of Directors members shall be given salaries and allowances/ facilities including retirement benefits with type and the amount determined by Annual General Meeting of Shareholders and those Authority can be delegated by Annual General Meeting of Shareholders to the Board of Commissioners.

Whereas based on the provision of Article 17 paragraph 20 to the Board of Commissioners shall be given honorarium and allowances or facilities including retirement benefits with the type and the amount determined by Annual General Meeting of Shareholders.

In accordance with the above provisions, then the Board of Directors intends to propose to the Shareholders, with not override the right of the Shareholders to conduct adjustment of the Board of Directors and the Board of Commissioners remuneration for fiscal year 2021.

**Jakarta, March 17, 2021**