

Nomination and Remuneration Policy

NOMINATION POLICY

MECHANISM OF NOMINATION, APPOINTMENT, TERMINATION, REPLACEMENT, AND/OR RESIGNATION OF MEMBERS OF THE BOARD OF COMMISSIONERS

The Bank's Nomination Policy No. M.04 regulates the process for the selection, appointment, termination, and/or replacement of members of the Board of Commissioners (BOC), the Board of Directors (BOD), and Independent Parties, as follows:

1. Criteria for Members of BOC

Candidates for membership of the CIMB Niaga BOC must, at least, meet the requirements relating to integrity, competence, and good reputation, as stipulated under prevailing laws and regulations.
2. Selection Procedures of the Members of the BOC
 - a. The Bank may engage independent third-party services (search firms) with good reputations in the selection process for BOC candidates. Such appointed search firms assist the selection process by:
 - i. Identifying candidates who meet the requirements;
 - ii. Conducting interviews and candidate selection (including background and reference checks);
 - iii. Acting as a liaison between the BOC, the Nomination and Remuneration Committee, and candidates throughout the selection and evaluation process; and
 - iv. Providing necessary consultations to the Nomination and Remuneration Committee.
 - b. Members of the BOD, the BOC, and/or the Bank's Shareholders may also propose candidates for the BOC. Shareholders eligible to propose candidates are 1 (one) or more shareholders representing at least 1/20 (one-twentieth) or more of the total voting shares.
3. Appointment Procedures for Members of the BOC, including the appointment of members of the BOC must obtain approval from the General Meeting of Shareholders (GMS) and successfully passing the Fit and Proper Test as per the POJK on Fit and Proper Tests and the Implementation of Good Governance for Commercial Banks, as well as fulfillment of other requirements stipulated by relevant authorities, prior to being declared effective.
4. Procedures for Termination, Replacement, and/or Resignation of the BOC members include:

- a. Proposals for the termination and/or replacement of the BOC members submitted to the GMS must be based on recommendations from the Bank's Nomination and Remuneration Committee.
- b. Members of the BOC may be terminated at any time based on a GMS resolution, with stating the reasons.
- c. Termination or replacement of Independent Commissioners prior to the end of their term of office must obtain OJK approval before being decided at the GMS.
- d. Members of the BOC have the right to resign from their positions by submitting a written notice, stating the reasons for resignation, no later than 90 (ninety) days or 3 (three) months prior to the effective resignation date. If written notification is submitted less than 90 (ninety) days in advance, the effective resignation date must obtain approval from the BOC.
- e. In the event a that a position of a member of the BOC becomes vacant, resulting in the number of members of BOC falling below 3 (three) members, a GMS must be held within a maximum of 60 (sixty) calendar days after the vacancy occurs to fill such vacancy, in accordance with prevailing laws and regulations.
- f. If the position of President Commissioner is vacant and a replacement has not been appointed or has not assumed the position, then one of member of the BOC appointed by BOC meeting, shall carry out the duties of the President Commissioner, with the same authority and responsibilities as the President Commissioner.

MECHANISM OF NOMINATION, APPOINTMENT, TERMINATION, REPLACEMENT, AND/OR RESIGNATION OF MEMBERS OF THE BOARD OF DIRECTORS

The Bank's Nomination Policy No. M.04 also regulates the process for the selection, appointment, termination, and/or replacement of members of the BOD, as follows:

1. Criteria for Members of BODs

Candidates of CIMB Niaga's BOD members must meet the requirements and criteria stipulated under prevailing laws and regulations, including integrity, competence, reputation, domicile, independence, and other specific criteria in accordance with the relevant Director's functional area.



2. Selection Procedures for Members of the BOD, including:
 - a. Candidates are prioritized from internal talent with the potential to become members of the Bank's BOD; however, candidates may also be sourced from external professionals.
 - b. The Bank may engage independent third-party search firms with good reputations to assist in the Director selection process, including:
 - i. Identifying qualified candidates;
 - ii. Conducting interviews and candidate assessments (including background and reference checks);
 - iii. Acting as a liaison between the BOC, the Nomination and Remuneration Committee, and candidates during the selection and evaluation process; and
 - iv. Providing consultations as required by the Nomination and Remuneration Committee.
 - c. Members of the BOD, the BOC, and/or the Bank's Shareholders may propose candidates for the BOD. Eligible shareholders are 1 (one) or more shareholders representing at least 1/20 (one-twentieth) or more of the total voting shares.
3. Appointment Procedures for Members of the BOD, including: the appointment of members of the BOD must obtain approval from the GMS and pass the Fit and Proper Test conducted by OJK and/or fulfill other requirements stipulated by relevant authorities prior to being declared effective.
4. Procedures for Termination, Replacement, and/or Resignation of Members of the BOD, include:
 - a. Proposals for the termination and/or replacement of members of the BOD submitted to the GMS must consider recommendations from the Nomination and Remuneration Committee.
 - b. Members of the BOD may be terminated at any time based on a GMS resolution, with reasons stated.
 - c. Termination or replacement of the President Director and/or Directors responsible for the compliance function prior to the end of their term of office must obtain OJK approval before being decided at the GMS.

- d. Members of the BOD may resign by submitting written notification stating the intention and reasons for resignation to the Bank no later than 90 (ninety) days or 3 (three) months prior to the effective resignation date.

REMUNERATION POLICY

The Bank has a Risk-Based Remuneration Policy No. A.06.02, which has been updated on 15 December 2023, taking into account prevailing regulations and the Remuneration Policy for the BOC, the Sharia Supervisory Board (SSB), the BOD, and Board-level Committees No. A.06.25. The Bank designs its remuneration policy to promote a competitive, fair, and balanced remuneration system, in accordance with applicable laws and regulations, including OJK Regulation (POJK) No. 45/POJK.03/2015 regarding Implementation of Governance in the Provision of Remuneration for Commercial Banks, OJK Circular Letter (SEOJK) No. 40/SEOJK.03/2016 regarding Implementation of Governance in the Provision of Remuneration for Commercial Banks, and POJK No. 59/POJK.03/2017 regarding Governance Implementation in the Provision of Remuneration for Sharia Commercial Banks, and Sharia Business Units.

The Bank also ensures that no individual receives compensation below the provisions set by the government. In formulating remuneration policies and benchmarks, CIMB Niaga engages the services of an independent external consultant, to ensure that the Bank's remuneration remains competitive, fair, and balanced.

OBJECTIVES AND BACKGROUND

The Bank implements a remuneration policy that covers all levels of the organization, including the BOC, BOD and all employees, whether mandatory or additional, in line with applicable laws and regulations. The important objectives in implementing the remuneration policy are to attract, motivate, and retain the best employees in order to provide high-quality human resources. In addition, in facing global competition and labor market dynamics, a competitive remuneration policy is one of the keys to supporting the achievement of the Bank's goals.

The policy is also developed with various considerations that include short-term and long-term liquidity needs, capital adequacy, financial stability aspects, the effectiveness of risk management, and potential future income.

RISK-BASED REMUNERATION POLICY

The Bank implements a remuneration strategy that is accompanied by an evaluation of short-term and long-term performance, risks faced, and empowerment. The Bank implements policies and procedures for implementing benefit programs as an integral part of the remuneration strategy, taking into account relevant risk profiles. The main types of risks in the remuneration policy are adjusted to a review of the Bank's risk profile, which is determined annually by observing the market conditions, industry developments, performance, certain job positions, and the Bank's financial capabilities. The main risk profile has an impact on the implementation of variable remuneration.

CIMB Niaga's risk-related remuneration policy regulates the following matters:

1. Prudent principles in risk-based remuneration.
2. Implementation of variable remuneration according to the provisions of regulators related to remuneration for Commercial Banks and Sharia Business Units.

PERFORMANCE MEASUREMENT STANDARDS ALIGNING PERFORMANCE-BASED REMUNERATION OF THE BOARD OF DIRECTORS WITH THE COMPANY'S LONG-TERM INTERESTS

The Bank applies performance measurement standards for the BOD designed to ensure that remuneration is aligned with the Bank's long-term interests. Performance is measured through a balanced scorecard that assesses financial, operational, risk management, compliance, digital transformation, sustainability, and the achievement of long-term strategic initiatives. This approach ensures that the performance of the BOD is evaluated not only on short-term results, but also on sustained contributions to the Bank's stability, growth, and enterprise value.

Alignment between the remuneration of the BOD and the Bank's long-term objectives is achieved through a combination of fixed and variable remuneration components. Variable remuneration is awarded based on annual performance achievements and comprehensive evaluations that take into account business sustainability, risk-adjusted performance, regulatory compliance, and the quality of governance. Through this mechanism, the Bank ensures that its remuneration policy promotes prudent, long-term-oriented behavior and delivers sustainable value creation for shareholders and all stakeholders.

REVIEW AND INDEPENDENCE IN THE IMPLEMENTATION OF REMUNERATION POLICY

To ensure independence in remuneration determination, the Bank conducts periodic performance evaluations and remuneration reviews under the oversight of the Nomination and Remuneration Committee. The process is carried out objectively and systematically in accordance with good governance principles, ensuring that remuneration decisions are free from conflicts of interest and support the Bank's long-term objectives.

In reviewing the remuneration policy, the Bank considers, among others:

1. Performance and financial conditions of the Bank
2. Employee competence and performance (meritocracy)
3. Market competitiveness in remuneration practices
4. Suitability and appropriateness based on position/role
5. Internal equity
6. Risk level of the position
7. Long-term strategy of the Bank

Bank reviews and communicates the Wage Structure and Wage Scale (WSWS) periodically in accordance with Government Regulation of the Republic of Indonesia No. 36 of 2021 regarding Wages (including its amendments) and Minister of Manpower Regulation No. 1 of 2017 regarding Wage Structure and Wage Scale. In addition, the Bank has implemented a remuneration policy by taking into account POJK No. 45/POJK.03/2015, POJK No. 59/POJK.03/2017 and SEOJK No. 40/SEOJK.03/2016 regarding Implementation of Governance in the Provision of Remuneration for Commercial Banks and Sharia Business Units.

DETERMINATION OF MATERIAL RISK TAKERS

Material Risk Taker (MRT) is a position with responsibilities that affect the Bank's main risk profile, which will be determined in accordance with the risk profile evaluation determined by the Bank each year. The Bank reviews the MRT position each year with the criteria used in determining the MRT position, including:

1. Based on level/grade: Senior Management or Executive Officer.
2. Based on the role of position: holding a fiduciary responsibility or a critical position responsible for making strategic decisions that can influence the Bank's risk profile (credit, market, liquidity, operational, legal, reputation, strategic, compliance) or a position in a business unit (revenue/income generator of the Bank).

Variable remuneration payments for MRT must be deferred by a certain percentage as applied by the Bank with deferral period of 3 (three) years. The deferral period applies equally to all MRTs.



Under certain conditions, the Bank may also deferred the payment (malus) or withdraw the variable remuneration (tantiem/bonuses) that has been paid (clawback) to the MRT.

PERFORMANCE AND RISK-BASED REMUNERATION DETERMINATION

In determining the remuneration scheme, particularly the variable components, the Bank takes into account its key risk profile for 2025 as the basis for establishing Key Performance Indicators (KPIs) for all business units and business enablers. These KPIs serve as one of the key factors in decisions on the granting of variable remuneration, thereby ensuring that the performance measured reflects sound, sustainable contributions and is aligned with the Bank’s risk appetite.

Performance assessments are conducted based on KPIs approved at the beginning of the year, in line with the Bank’s strategic objectives and with due consideration given to risk, compliance, and GCG principles. Through this approach, the Bank ensures that its remuneration structure promotes prudent and accountable behavior and is oriented toward long-term value creation.

The determination of remuneration levels, particularly variable remuneration and individual performance outcomes, is reviewed annually and serves as the basis for the Bank in determining bonuses, promotions, grade reviews, and salary increases.

Performance Measurement Indicators in Determining the Remuneration of the Members of the Board of Directors

Indicators for determining the remuneration of the members of the BOD include:

1. Performance achievement of each Director with indicators including finance, risk management implementation, governance and compliance, customer experience, key focus area and sustainability;

2. Conditions of national economy and industry benchmark;
3. The overall performance achievements of CIMB Niaga, including financial performance and the Bank’s soundness level;
4. Consideration of CIMB Niaga’s long-term goals and strategies;
5. Risks that may arise in the future, which may causing losses for CIMB Niaga.

Detailed information of the performance indicators of the BOD are described in the Performance Assessment section of the BOC and BOD in this Annual Report.

Performance Measurement Indicators in Determining the Remuneration of the Employee

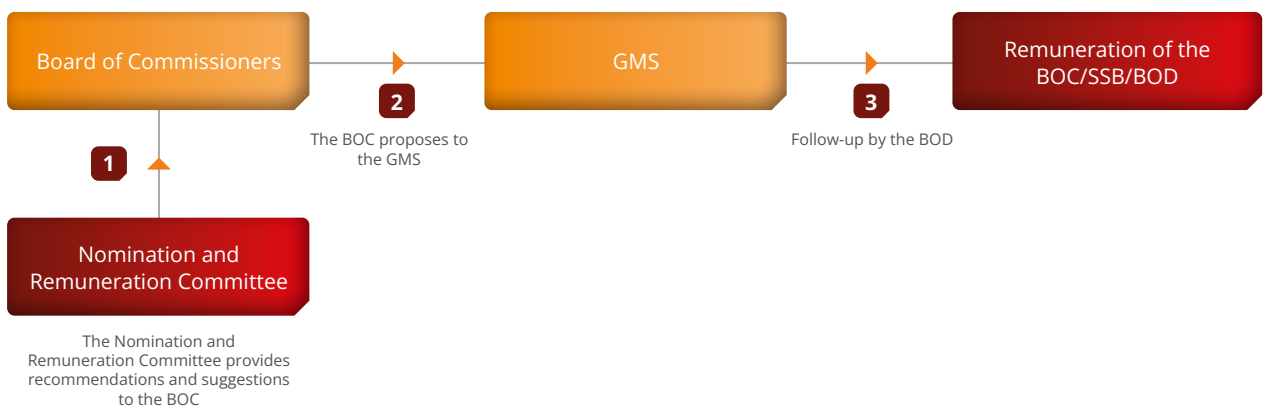
Employee remuneration is based on meritocratic principles, by considering:

1. The Bank’s financial capacity;
2. The Bank’s performance;
3. Directorate/unit performance based on KPIs;
4. Individual employee performance based on individual KPIs; and
5. Adoption of the Bank’s core values by employees.

REMUNERATION OF THE BOARD OF COMMISSIONERS, SHARIA SUPERVISORY BOARD, AND BOARD OF DIRECTORS

Policy for Determining Remuneration for the Board of Commissioners, Sharia Supervisory Board, and Board of Directors

The Bank determines the structure, policies, and amounts of remuneration for members of the BOC, the SSB, and the BOD by considering their respective scopes of duties, authorities, performance, and responsibilities, as well as industry fairness benchmarks (peer groups) and the Bank’s financial capacity and condition.



- The Nomination and Remuneration Committee discusses the remuneration of the BOC, SSB and BOD by considering information on the range and standard of remuneration with similar industries (peer group) in the market and the Bank's capabilities. The Nomination and Remuneration Committee provides recommendations to be discussed in the BOC Meeting;
- The BOC studies the recommendations from the Nomination and Remuneration Committee, to be further proposed to the GMS; and
- The GMS determines the remuneration:
 - for the BOC and SSB, to be further implemented according to the determination by the BOD.
 - for the BOD, by granting authority to the BOC to set the remuneration of the BOD, by considering the recommendations submitted by the Nomination and Remuneration Committee, to be implemented by the BOD, as determined by the BOC.

Remuneration Structure of the Board of Commissioners

Based on the resolution of the 2025 Annual General Meeting of Shareholders (AGMS), the remuneration structure of the BOC consists of honoraria, meeting allowances, position allowances, transportation allowances, religious holiday allowances, year-end allowances, as well as other facilities such as healthcare, communication, and club membership facilities. All members of the CIMB Niaga BOC (including Independent Commissioners) do not receive variable remuneration in any form (shares or bonuses), whether in the form of performance-based or non-performance-based bonuses/shares, or stock options.

The remuneration structure and other facilities provided to members of the CIMB Niaga BOC over the last 2 (two) years are as follows:

1. REMUNERATION PACKAGE AND OTHER FACILITIES RECEIVED BY THE BOARD OF COMMISSIONERS

| Types of Remuneration and Other Facilities | Total Amount Received by the Independent Commissioner in 1 Year | | | |
|--|---|---------------|-----------|---------------|
| | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Remuneration (salary, routine allowances, and other non-monetary benefits) | 4 | 19,219 | 5* | 16,819 |
| Other benefits in in-kind form (housing, transportation, health insurance, etc.) that: | - | - | - | - |
| a. Can be owned | - | - | - | - |
| b. Cannot be owned | 4 | 172 | 5* | 246 |
| Total | 4 | 19,391 | 5* | 17,065 |

* Includes remuneration of Independent Commissioners whose term of office has ended.

| Types of Remuneration and Other Facilities | Total Amount Received by the Non-Independent Commissioner in 1 Year | | | |
|--|---|--------------|-----------|--------------|
| | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Remuneration (salary, routine allowances, and other non-monetary benefits) | 3 | 8,828 | 4* | 9,157 |
| Other benefits in in-kind form (housing, transportation, health insurance, etc.) that: | - | - | - | - |
| a. Can be owned | - | - | - | - |
| b. Cannot be owned | 1 | 5 | 1* | 13 |
| Total | 3 | 8,834 | 4* | 9,170 |

* Includes remuneration of Independent Commissioners whose term of office has ended.

| Remuneration per Person | Number of Independent Commissioners | | Number of Non-Independent Commissioners | |
|------------------------------------|-------------------------------------|-------|---|-------|
| | 2025 | 2024* | 2025 | 2024* |
| Above Rp5 billion | 2 | - | 1 | - |
| Above Rp2 billion to Rp5 billion | 2 | 3 | - | 2 |
| Above Rp1 billion to Rp2 billion | - | 1 | 2 | 1 |
| Above Rp500 million to Rp1 billion | - | - | - | - |
| Below Rp500 million | - | - | - | - |

* Includes remuneration for members of the BOC whose term of office has ended.



2. VARIABLE REMUNERATION FOR THE BOARD OF COMMISSIONERS

| Variable Remuneration* | Amount Received in 1 Year | | | | | | | |
|------------------------|---------------------------|--------------|--------|--------------|------------------------------|--------------|--------|--------------|
| | Independent Commissioner | | | | Non-Independent Commissioner | | | |
| | 2025 | | 2024 | | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) | Person | Rp (Million) | Person | Rp (Million) |
| Total | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |

* Performance and risk-based remuneration (including tantiem/bonus).

Remuneration Structure of the Sharia Supervisory Board

Based on the resolution of the 2025 AGMS, the SSB's remuneration structure consists of an honorarium, meeting allowances, holiday allowances, year-end allowances, and communication facilities. All members of the CIMB Niaga SSB do not receive variable remuneration (stocks or bonuses, whether performance bonuses, non-performance bonuses, or stock options).

The remuneration structure and other benefits for CIMB Niaga SSB members over the past two years are as follows:

1. REMUNERATION PACKAGE AND OTHER FACILITIES RECEIVED BY THE SHARIA SUPERVISORY BOARD

| Types of Remuneration and Other Facilities | Total Amount Received by the Sharia Supervisory Board in 1 Year | | | |
|--|---|--------------|----------|--------------|
| | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Remuneration (salary, routine allowances, and other non-monetary benefits) | 3 | 2,549 | 3 | 2,527 |
| Other benefits in in-kind form (housing, transportation, health insurance, etc.) that: | - | - | - | - |
| a. Can be owned | - | - | - | - |
| b. Cannot be owned | - | - | - | - |
| Total | 3 | 2,549 | 3 | 2,527 |

| Remuneration per Person | Number of Members of the Sharia Supervisory Board | |
|------------------------------------|---|------|
| | 2025 | 2024 |
| Above Rp5 billion | - | - |
| Above Rp2 billion to Rp5 billion | - | - |
| Above Rp1 billion to Rp2 billion | - | - |
| Above Rp500 million to Rp1 billion | 3 | 3 |
| Below Rp500 million | - | - |

2. VARIABLE REMUNERATION FOR THE SHARIA SUPERVISORY BOARD

| Variable Remuneration* | Total Amount Received by the Sharia Supervisory Board in 1 Year | | | |
|------------------------|---|--------------|------------|--------------|
| | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Total | Nil | Nil | Nil | Nil |

* Performance and risk-based remuneration (including tantiem/bonus).

Remuneration Structure of the Board of Directors

Based on the resolutions of the 2025 AGMS, the BOD remuneration structure consists of a base salary, transportation allowance, housing allowance, holiday allowance, year-end allowance, performance bonus, and other benefits such as healthcare, communication, and club membership. All Directors do not receive non-performance bonuses. Detailed information on the remuneration structure and other benefits for CIMB Niaga's BOD over the past two years is as follows:

1. REMUNERATION PACKAGE AND OTHER FACILITIES RECEIVED BY THE BOARD OF DIRECTORS

| Types of Remuneration and Other Facilities | Total Amount Received by the Board of Directors in 1 year | | | |
|--|---|---------------|-----------|---------------|
| | 2025* | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Remuneration (salary, routine allowances, and other non-monetary benefits) | 11 | 81,111 | 10 | 78,110 |
| Other benefits in in-kind form (housing, transportation, health insurance, etc.) that: | - | - | - | - |
| a. Can be owned | - | - | - | - |
| b. Cannot be owned | 11 | 4,354 | 10 | 3,839 |
| Total | 11 | 85,465 | 10 | 81,949 |

* Including 1 Director who has resigned.

| Remuneration per Person | Number of Members of the Board of Directors | |
|------------------------------------|---|------|
| | 2025* | 2024 |
| Above Rp5 billion | 10 | 10 |
| Above Rp2 billion to Rp5 billion | - | - |
| Above Rp1 billion to Rp2 billion | 1 | - |
| Above Rp500 million to Rp1 billion | - | - |
| Below Rp500 million | - | - |

* Including 1 Director who has resigned.

2. VARIABLE REMUNERATION FOR THE BOARD OF DIRECTORS

| Variable Remuneration* | Jumlah Diterima dalam 1 Tahun oleh Direksi | | | |
|------------------------|--|----------------|-----------|----------------|
| | 2025** | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Total | 11 | 133,391 | 10 | 151,782 |

* Performance and risk-based remuneration (including tantiem/bonus).

** Including 1 Director who has resigned.

STOCK OPTIONS HELD BY THE BOARD OF COMMISSIONERS, BOARD OF DIRECTORS, AND EXECUTIVE OFFICERS

In 2025, no CIMB Niaga stock options were held by members of the BOC, BOD or Executive Officers.

HIGHEST AND LOWEST SALARY RATIO

| Ratio | 2025 | 2024 |
|---|------------|------------|
| Highest and lowest salary ratio of the employees | 102.57 : 1 | 104.70 : 1 |
| Highest and lowest salary ratio of the Board of Directors | 2.02 : 1 | 2.14 : 1 |
| Highest and lowest salary ratio of the Board of Commissioners | 1.3 : 1 | 1.82 : 1 |
| Highest salary ratio of the Board of Directors and highest employee | 2.37 : 1 | 2.47 : 1 |

VARIABLE REMUNERATION FOR EMPLOYEES

| Variable Remuneration | Total Amount received by Employees in 1 year | | | |
|-----------------------|--|----------------|--------------|----------------|
| | 2025 | | 2024 | |
| | Person | Rp (Million) | Person | Rp (Million) |
| Total | 7,412 | 567,600 | 7,985 | 601,633 |



FIXED AND VARIABLE REMUNERATIONS FOR MATERIAL RISK TAKERS (MRT)

| A. Fixed Remuneration | | 2025 | 2024 | | |
|---|--|--------------|----------|--------------|----------|
| 1. Cash (Rp million) | | 121,369 | 117,442 | | |
| 2. Shares/Share-based instruments issued by the Bank (Rp million) | | - | - | | |
| B. Variable Remuneration | | 2025 | | 2024 | |
| | | Non-Deferred | Deferred | Non-Deferred | Deferred |
| 1. Cash (Rp million) | | 65,028 | 20,871 | 85,658 | 27,649 |
| 2. Shares/Share-based instruments issued by the Bank (Rp million) | | 69,769 | 38,711 | 90,469 | 4,479 |

QUANTITATIVE INFORMATION FOR PARTIES CATEGORIZED AS MRT

| Type of Variable Remuneration | 2025 | | | | 2024 | | | |
|---|-----------------------------|---|--------------------------------|-----------------------|-----------------------------|---|--------------------------------|-------------|
| | Remaining Deferred Amount | Total Reduction during Reporting Period | | | Remaining Deferred Amount | Total Reduction during Reporting Period | | |
| | | Due to Explicit Adjustment (A) | Due to Implicit Adjustment (B) | Total (A+B) | | Due to Explicit Adjustment (A) | Due to Implicit Adjustment (B) | Total (A+B) |
| 1. Cash (Rp million) | 28,788 | 840 | - | 840 | 31,424 | - | - | - |
| 2. Shares/stock-based instrument issued by the Bank (in shares and millions of Rupiah, which is conversion from the shares) | 1,799,074 shares (Rp41,697) | 32,714 shares (Rp626) | - | 32,714 shares (Rp626) | 4,603,525 shares (Rp12,623) | - | - | - |
| Total (Rp million) | 70,700 | 1,466 | - | 1,466 | 44,047 | - | - | - |

TOTAL SEVERANCE PROVIDED FOR EMPLOYEES AFFECTED BY TERMINATION AND THE TOTAL AMOUNT PAID

| Severance Paid per Employee within 1 (one) Year | Number of Employees | |
|---|---------------------|------|
| | 2025 | 2024 |
| Above Rp1 billion | 3 | 3 |
| Above Rp500 million to Rp1 billion | 1 | 10 |
| Below Rp500 million | 74 | 62 |

Ultimate and Controlling Shareholders

Information on Ultimate Shareholders and Controlling Shareholders is presented in the Company Profile Chapter of this Annual Report.