

REMUNERATION COMMITTEE REPORT

The Remuneration Committee has the responsibility of providing advice to the Board of Commissioners on the remuneration, bonuses and benefits of the Commissioners, Directors and employees of the Company as well as the structure, terms and implementation of long-term incentives for the Board of Directors.

Members of the Remuneration Committee are appointed by the Board of Commissioners from amongst its members and comprise not fewer than three members.

The Membership of Remuneration Committee up to the Extraordinary General Shareholder Meeting in January 28, 2010 was comprised of Dr. Nasser Mohammed Marafih as Chairman, and Michael F. Latimer and Soeprapto S.I.P as Members. Following Michael F. Latimer's resignation and the Extraordinary General Shareholder Meeting Resolution, Alexander Rusli was appointed as a member on January 29, 2010. The Remuneration Committee has access to expert professional advice from appropriate external advisors to provide additional perspectives on talent management and remuneration practices as and when it deems necessary.

The Remuneration Committee held seven meetings during 2009. A table of the Commissioners' participation and attendance at the Remuneration Committee meetings held during the year is set out below:

Commissioners	Number of Meetings Attended
Dr. Nasser Mohammed Marafih	7
Michael F. Latimer	6
Soeprapto S.I.P	6

Activities

The Remuneration Committee conducted its duties and responsibilities in accordance with its terms of reference. The main activities undertaken by the Committee in 2009 were as follows:

1. Reviewed and recommended to the Board of Commissioners, the remuneration structure and package of the Board of Commissioners for 2009;
2. Reviewed and recommended to the Board of Commissioners, the remuneration structure and package (including review of salaries, bonuses and long-term incentives) for the Board of Directors for 2009;
3. Reviewed and recommended to the Board of Commissioners, the Performance Bonus for Board of Directors for 2008; and
4. Based on delegation from Board of Commissioners, reviewed and recommended a new organization structure.