



CITATAH

**DIRECTOR SUCCESSION POLICY
PT CITATAH TBK (the "COMPANY")**

A. INTRODUCTION

To maintain business continuity, the Company has a Director Succession Policy ("**Policy**") as a form of preparation for future leaders regeneration.

In the implementation of this Policy, the Nomination and Remuneration Committee (the "**Committee**") of the Company has a vital role in nominating candidates. Nevertheless, the Director has a right to appoint a candidate to be selected through the appointment mechanism of the member of the Board of Director.

B. GENERAL POLICY

1. In conducting the Policy, the Company (through the Committee and/or Director) shall prioritize the appointment of an internal party as a successor.
2. The determination of candidate shall follow the applicable laws and regulations regarding the requirements of the selection of the member of the Board of Directors.
3. Succession Candidate does not have any guarantee to be appointed as Director.
4. The Company shall prepare Director candidate through:
 - a. Educational and training programs, either within the Company or held by external parties; and
 - b. Delegation of authority.

C. PROCESS OF THE DIRECTOR SUCCESSION

Stages in the process of the Director succession are as follows:

Stage	Authority	Activity
I	Nomination and Remuneration Committee (and/or Director)	Prepare and deliver recommendations regarding the candidate of Director succession.
II	Board of Commissioners	Review/evaluate recommendation of the candidate of Director succession provided by the Committee and/or Director.
III	General Meeting of Shareholders	Approve and appoint the proposed Director.

D. CLOSING

This Policy may be updated if considered necessary by taking into account the provisions of applicable laws and regulations in Indonesia.

This Policy came into force on 2 October 2017.

Under the Article 4 paragraph (3) of the Financial Services Authority Regulation No. 8/POJK.04.2015 on Web Site of Issuers or Public Companies, in the event there is any difference of interpretation between Indonesia language and foreign language in the disclosed information thus Indonesia language shall prevail.