

Program Kepemilikan Saham Pegawai *Employee Stock Ownership Program*

Sebanyak 5.295.000 lembar saham pada harga pelaksanaan Rp550 didistribusikan oleh Perseroan melalui Program Kepemilikan Saham Pegawai yang dialokasikan kepada pegawai saat penawaran saham perdana pada 3 Desember 2014 yang memiliki periode *lock-up* selama 1 tahun sejak tanggal distribusi saham.

Saham penghargaan diberikan kepada pegawai yang memenuhi persyaratan berdasarkan prestasi kerja, peringkat jabatan, dan masa kerja pegawai.

A number of 5,295,000 shares at exercise price of Rp550 were distributed by the Company through Employee Stock Ownership Program, allocated to the employees at IPO on December 3, 2014 which have a lock-up period of 1 year from the shares distribution date.

Employee Stock Ownership was conducted to employees who met criteria which made based on employees performance, position levels, and working period.