

## INVITATION

### THE ANNUAL GENERAL MEETING OF SHAREHOLDERS (AGMS) AND THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS (EGMS) PT PERSONEL ALIH DAYA TBK

The Board of Directors of PT Personel Alih Daya Tbk ("the Company") hereby invites the Shareholders of the Company to attend the AGMS and EGMS hereinafter the AGMS and EGMS referred to as the "Meeting", which will be held on:

Day/ Date : Wednesday, 7<sup>th</sup> June 2023  
Time : at 09.00 am - closing  
Place : PT Personel Alih Daya Tbk's Office  
Harmony Room, 1<sup>st</sup> Floor  
Jl. Poltangan Raya no. 35, Tanjung Barat, Jakarta Selatan 12530

Link for Electronic Attendances : Accessing the Electronic General Meeting System Facility KSEI (eASY.KSEI) in the <https://akses.ksei.co.id/> link provided by KSEI.

The agenda of the Meeting are as follows:

#### Agenda of the AGMS:

1. Approval and ratification of the Company's Annual Report of the financial year 2022, including the Company's Activity Report, the Board of Commissioners Supervisory Report and the Company's Financial Statements of the financial year 2022, and to release and discharge of all responsibilities (acquiescence) to the Board of Directors and Board of Commissioners of the Company for the management and supervisory actions that have been carried out in the financial year 2022.
2. Determination on utilization of the Company's net profit for the financial year 2022.
3. Report and accountability on realization of the use of proceeds from the Public Offering (IPO).
4. Appointment of a Public Accountant and/or Public Accounting Firm to audit the Company's Financial Statements for the financial year ending 31 December 2023, and to grant authority to determine the honorarium of the Public Accountant and/or Public Accounting Firm and other requirements.
5. Determination of honorarium, salary, and other benefits for members of the Board of Commissioners and the Board of Directors of the Company.

#### Agenda of the EGMS:

1. Amendment to Article 17 paragraph (5) of the Articles of Association regarding the announcement of the Company's financial statements.

With the explanation of the AGMS and EGMS agenda as follows:

#### Explanation of the AGMS Agenda:

1. The 1<sup>st</sup>, 2<sup>nd</sup>, 4<sup>th</sup> and 5<sup>th</sup> Agenda are routine agenda items held at the Company's Annual General Meeting of Shareholders of the Company. This is in accordance with the provisions of the applicable

regulations in the Company's Articles of Association and/or applicable laws and regulations, which must obtain approval and authorization by the General Meeting of Shareholders.

2. The 3<sup>rd</sup> Agenda is the presentation of information to the Shareholders for the realization of the use of proceeds from the public offering that has been used by the Company which must be submitted in Annual General Meeting of Shareholders until all fund proceeds have been realized, in order to comply with Article 6 and Article 7 of the Financial Services Authority Regulation Number 30/POJK.04/2015 concerning Reports on the Realization of the Use of Proceeds from Public Offerings.

**Explanation of the EGMS Agenda:**

- Amendments to the Company's Articles of Association in order to adjust to POJK No.14/POJK.04/2022 concerning Submission of Periodic Financial Statements of Issuers or Public Companies.

**GENERAL PROVISIONS**

1. This invitation is a formal invitation to Shareholders. The Company does not send a separate invitation letter to the Shareholders of the Company. This invitation can also be viewed on the website of PT Bursa Efek Indonesia ([www.idx.co.id](http://www.idx.co.id)), the website of PT Kustodian Sentral Efek Indonesia through eASY.KSEI Application and the website of the Company ([www.persada.id](http://www.persada.id)).
2. Shareholders who are eligible to attend/represent and vote in the Meeting shall be the Company's Shareholders whose names are registered in the Company's Shareholders Register 1 (one) business day prior to the date of the meeting Invitation as stipulated in Article 23 paragraph (3) letter (a) of the Company's Articles of Association and Article 23 paragraph (2) of OJK Regulation No.15/POJK.04/2020 ("POJK 15/2020") on May 15, 2022 at 04.00 pm.
3. The Meeting will be conducted using the KSEI Electronic General Meeting System application provided by KSEI i.e. eASY.KSEI Application.
4. Regarding to the holding of the Meeting through the eASY.KSEI Application, then the participation of the Company's Shareholders whose shares are kept in the collective custody of KSEI can attend the Meeting with the following mechanism:
  - a. Attend the Meeting electronically through the eASY.KSEI Application;
  - b. Or attend through electronic authorization through the eASY.KSEI Application facility.
5. Shareholders who can attend directly electronically or authorize electronically through the eASY.KSEI can access the eASY.KSEI menu on the AKSes.KSEI facility through the link <https://akses.ksei.co.id/> with the following provisions:
  - a. Shareholders inform their attendance or appoint their proxies and/or submit their voting choices on the eASY.KSEI Application, no later than 12.00 pm on 1 (one) business day before the date of the Meeting, and register their attendance electronically during the registration period on the eASY.KSEI Application if they have not yet cast their vote on the eASY.KSEI Application.
  - b. Shareholders who will attend electronically or give their proxies electronically to the Meeting through the eASY.KSEI Application, must pay attention to the following matters:
    - i. Registration process;
    - ii. The process of submitting questions and/or opinions electronically;
    - iii. Voting Process;
    - iv. GMS live show

- c. The proxy electronically is not a member of the Board of Directors, the Board of Commissioners and Employees of the Company.
6. Shareholders can physically attend the Meeting, and if the Shareholder is unable to attend, may be represented by a proxy who will be physically present at the Meeting, by giving power of attorney and downloading the power of attorney contained in the Company's website [www.persada.id](http://www.persada.id). Shareholders or their proxies who will attend the Meeting, must submit a photocopy of their Identity Card (KTP) or other personal identification document to the registration officer before entering the Meeting Room. For the Shareholders constituting a legal entity shall be required to submit a copy of evidence of authority to represent the Legal Entity, such as deeds containing the Articles of Association and its amendments, letters of ratification/approval/receipt of notification from the competent authority, as well as a deed containing the latest management composition that is currently serving at the Meeting.
  7. The Company will provide the Meeting materials for each Meeting agenda item since the date of the Meeting Invitation which can be downloaded through the Company's website [www.persada.id](http://www.persada.id). The Company does not provide the Meeting agenda materials in hardcopy or flash disk.
  8. The Company will not provide the Annual Report in physical form (hardcopy), food and beverages or souvenirs to the Shareholders.
  9. To facilitate the organization and order of the Meeting, the Shareholders or their proxies who will be physically present, are kindly requested to be at the Meeting venue, no later than 30 minutes before the Meeting begins.

Jakarta, May 16, 2023

PT Personel Alih Daya Tbk

Board of Directors