

**Bahan Mata Acara Rapat Umum Pemegang Saham Luar Biasa PT. Eratex Djaja Tbk.
("Perseroan")**
***Meeting Material for Extraordinary General Meeting of Shareholders PT. Eratex Djaja Tbk.
("Company")***

Sehubungan dengan adanya perubahan susunan Direksi perseroan, dengan memperhatikan ketentuan pasal 78 ayat 4 UU No.40/2007 dan pasal 9 ayat 1 huruf b dan 7 Anggaran Dasar, Perseroan menyelenggarakan Rapat Umum Pemegang Saham Luar Biasa

Related to the changes of composition of Board of Directors and accordance to article 78 paragraph 4 of Limited Liability Company Law No. 40/2007 and Article 9 paragraph 1 point b and 7 of Article of Association, Company holds Extraordinary General Meeting of Shareholders.

Pengumuman Rapat : 24 April 2026
Website Perseroan, eASY.KSEI, Website Bursa Efek Indonesia
*Meeting Announcement: 24th April 2026
Company's Website, eASY.KSEI, Indonesian Stock Exchange's Website*

Panggilan Rapat : 11 Mei 2026
Website Perseroan, eASY.KSEI, Website Bursa Efek Indonesia
*Invitation : 11th May 2026
Company's Website, eASY.KSEI, Indonesian Stock Exchange's Website*

Rapat : 2 Juni 2026
Meeting : 2nd June 2026

Rapat Umum Pemegang Saham Luar Biasa
Extraordinary General Meeting of Shareholders

- Persetujuan atas perubahan Direksi Perseroan
Approval on the change of composition of Board of Directors

Sehubungan dengan adanya pengunduran diri Bp. Chittaranjan Gokal selaku Direktur Perseroan pada tanggal 15 April 2026 maka sesuai ketentuan pasal 94 UU Perseroan Terbatas No. 40/2007 serta pasal 14 ayat 9 Anggaran Dasar, Perseroan mengajukan permintaan persetujuan atas perubahan susunan Direksi Perseroan kepada Rapat Umum Pemegang Saham.

Related to resignation of Mr. Chittaranjan Gokal as Director of the Company on 15th April 2026 and accordance to: article 94 of Limited Liability Company Law No. 40/2007, article 14 paragraph 9 Article of Association, Company request for approval on the changes of Company's management from the General Meeting of Shareholder.

Perseroan mengusulkan sebagai berikut :
Company propose as follows:

Perubahan Susunan Direksi
Change of composition of Board of Directors

- Tidak ada penggantian Direktur sehubungan dengan adanya pengunduran diri Bp. Chittaranjan Gokal pada tanggal 15 April 2026 yang pengunduran diri tersebut telah disampaikan kepada OJK dan PT Bursa Efek Indonesia melalui online sistem SPE IDXnet serta telah diumumkan di website perseroan (www.eratexco.com) dan website PT Bursa

Efek Indonesia (www.idx.co.id) pada tanggal 15 April 2026, karena jumlah minimal anggota Direksi Perseroan masih memenuhi ketentuan dalam Anggaran Dasar Perseroan dan tugas kewajiban yang ditinggalkan dapat diambil alih oleh Direksi yang ada sehingga susunan Direksi Perseroan,

Semula

1. Direktur Utama : Bp. Pradeep Kaira;
2. Direktur : Bp. Chittaranjan Gokal;
3. Direktur : Bp. Manish Virmani;
4. Direktur : Bp. Bejoy Balakrishnan;

Menjadi

1. *Direktur Utama* : *Mr. Pradeep Kaira;*
2. *Direktur* : *Mr. Manish Virmani;*
3. *Direktur* : *Mr. Bejoy Balakrishnan;*

There is no replacement of Director due to resignation of Mr. Chittaranjan Gokal on April 15, 2026, which was submitted to the Financial Services Authority (OJK) and the Indonesia Stock Exchange (PT Bursa Efek Indonesia) through the online SPE IDXnet system and announced on the company's website (www.eratexco.com) and the Indonesia Stock Exchange (PT Bursa Efek Indonesia) website (www.idx.co.id) on April 15, 2026, because the minimum number of members of the Company's Board of Directors still meets the provisions in the Company's Articles of Association and the duties and obligations left behind can be taken over by the existing Board of Directors so the composition of the Company's Board of Directors is as follows:

Previously

1. *President Director: Mr. Pradeep Kaira;*
2. *Director: Mr. Chittaranjan Gokal;*
3. *Director: Mr. Manish Virmani;*
4. *Director: Mr. Bejoy Balakrishnan;*

Becomes

1. *President Director: Mr. Pradeep Kaira;*
2. *Director: Mr. Manish Virmani;*
3. *Director: Mr. Bejoy Balakrishnan;*

Profil Direksi (*Profile of Board of Directors*)

- **Bp. / Mr. Pradeep Kaira**

Bapak Pradeep Kaira adalah Warga Negara India, lahir pada tanggal 26 Januari 1973 di Almora, Uttaranchal. Beliau lulus dari Universitas Delhi dengan jurusan Kimia di tahun 1993. Pengalaman kerja beliau selama 28 tahun mulai dari penjualan, proyek, pengaturan teknis, operasi, perencanaan hingga pelaksanaan wet processing dan manufaktur garmen. Beliau juga memiliki pengalaman yang luas dalam pengelolaan bisnis, pengembangan produk, riset dan pengembangan, pelatihan teknis, hubungan industrial dan administrasi. Beliau memulai kariernya pada tahun 1993 di Johnson & Johnson pada bidang Industrial Sales dan bekerja disana selama 3 tahun. Setelah itu, beliau bergabung dengan S&A Impex



sebagai Business Development Head selama Lima tahun dengan tanggung jawab mencakup pasar India dan Sri Lanka. Selanjutnya, beliau berkarier di bidang Sales dan Technical Marketing sebelum bergabung dengan Freshtex International, grup asal Jerman, sebagai Chief Technical Officer for India Operations selama empat tahun, dengan tanggung jawab mendirikan dua unit pemrosesan garmen di India. Pada tahun 2005, beliau bergabung Arvind Limited, India, sebagai Business Head dan bekerja disana selama lima tahun. Sejak tahun 2011, beliau bergabung dengan Busana Apparel Group dan berperan penting dalam pengembangan fasilitas garment dyeing dan denim untuk grup, serta pendirian laboratorium pengujian terpusat Textlab untuk pengujian garmen dan kain.

Pada tahun 2023, beliau semakin meningkatkan kualifikasinya dengan memperoleh Certificate in Organizational Leadership and Management serta Certificate in Strategy dari Harvard University, Selain itu, beliau juga menyelesaikan Certificate in Financial Analysis and Management Accounting dari London School of Economics.

Bapak Pradeep Kaira pertama kali diangkat ke dalam jajaran manajemen PT. Eratex Djaja Tbk. sebagai Direktur Utama berdasarkan keputusan Rapat Umum Pemegang Saham Luar Biasa yang diselenggarakan pada tanggal 20 Desember 2024 sebagaimana termuat dalam Akta No.94 tanggal 20 Desember 2024 yang dibuat oleh Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya. Selanjutnya, beliau diangkat Kembali sebagai Direktur Utama Perseroan dalam Rapat Umum Pemegang Saham Tahunan yang diselenggarakan pada tanggal 30 Juni 2025 sebagaimana termuat dalam Akta no.130 tanggal 30 Juni 2025 yang dibuat oleh Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya.

Mr Pradeep Kaira is an Indian Citizen, Born on 26 January 1973 in Almora, Uttaranchal. He Graduated from the University of Delhi with major in Chemistry in 1993 . He has 28 years of professional experience across sales, projects, technical setup, operations, planning and the execution of garment wet-processing and manufacturing. He also has extensive experience in business development, product development, research and development, technical training, industrial and administration relations, logistics, materials handling and vendor development. He began his career with

Johnson and Johnson in Industrial Sales in 1993 where he worked for three years. He then joined S&A Impex as Business Development Head for five years, overseeing the India and Srilanka Markets. After that, he worked in Sales and Technical Marketing before joining Freshtex International, a German group, as Chief Technical Officer for India Operations where he served for four years and was responsible for establishing two garments processing units in India., In 2005 He Joined Arvind Limited, India, as Business Head and worked there for five years In 2011 he became part of Busana Apparel Group where he has played an Instrumental in establishing garment dyeing and denim facilities for the Group along with a Texlab centralized testing laboratory for garment and fabric testing.

In 2023 he further enhanced his qualification by obtaining a Certificate in Organizational Leadership and Management, as well as a Certificate in Strategy both from Harvard University, He also completed a a Certificate Course in Financial Analysis and Management Accounting from London School of Economics.

Mr. Pradeep Kaira was first appointed to the management board of PT. Eratex Djaja Tbk. as President Director based on the resolution of Extraordinary General Meeting of Shareholder held on 20 December 2024 as seto out in Notarial Deed No.94 dated 20 December 2024 drawn up by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notary in Surabaya. He was subsequently reappointed as President Director at the Annual General Meeting of Shareholders held on 30 June 2025 as stated in Notarial Deed No. 130 dated 30 June 2025 drawn up by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notary in Surabaya.

- **Bp. / Mr. Manish Virmani**



Bapak Manish Virmani lahir di New Delhi India, pada 16 Otober 1969 dan berkewarganegaraan India.. Beliau lulus dari Universitas Delhi sebagai Sarjana Sains jurusan Kimia di tahun 1989. Beliau kemudian melanjutkan untuk mengejar minatnya dibidang Garmen dan Fesyen dengan gelar Pasca Sarjana dari National Institute of Fashion Technology, New Delhi yang bergengsi.

Bapak Manish Virmani adalah veteran di industri dengan pengalaman dari perspektif pembelian Pelanggan dan dilengkapi dengan pengalaman Manufaktur dan manajemen rantai pasok di Industri.

Beliau bergabung dengan Busana Apparel Group dari 2001 hingga 2005, dan kemudian bergabung kembali dalam grup di tahun 2009. Total pengalaman kerja dan assosiasi di Indonesia lebih dari 21 tahun. Keahliannya meliputi Perencanaan dan pengembangan strategis, pengembangan proses, Penciptaan Nilai, manajemen hubungan pelanggan, forecasting dan budgeting, dan koordinasi operasi bisnis secara keseluruhan.

Beliau pernah bekerja dengan merek-merek ternama seperti Macy's, Mothercare, menjabat sebagai Country Manager perusahaan sourcing terkemuka di India, dan telah menjadi bagian dari kepemimpinan senior di berbagai organisasi manufaktur.

Bapak Manish Virmani masuk pertama kalinya dalam jajaran manajemen PT. Eratex Djaja Tbk. sebagai Direktur berdasarkan keputusan Rapat Umum Pemegang Saham

Tahunan yang diselenggarakan pada tanggal 30 Juni 2023 dan dinyatakan dalam Akta no.77 tanggal 30 Juni 2023 yang dibuat dihadapan Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya. . Dan pengangkatan kembali yang terakhir sebagai Direktur Perseroan dilakukan dalam Rapat Umum Pemegang Saham Tahunan tanggal 30 Juni 2025 sebagaimana termuat dalam Akta no.130 tanggal 30 Juni 2025 yang dibuat oleh Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya.

Mr. Manish Virmani was born in New Delhi India, on October 26, 1969 and is an Indian Citizen. He graduated from Delhi University as Bachelor of sciences with major in Chemistry in 1989. He then proceeded to pursue his passion in Garments and Fashion with Post Graduate Degree from the prestigious National Institute of Fashion Technology, New Delhi.

Mr Manish Virmani has been a veteran in the industry with experience from the Customer buying perspective and complimented with Manufacturing and supply chain management experiences in the Industry. He has been part of the Busana Apparel Group from 2001 till 2005, and then rejoined the group in 2009. His total work experience and association in Indonesia has been of over 21 years. His skill set include strategic Planning and development, process improvement, Value Creation, Customer relationship management, forecasting and budgeting and overall business operations coordination.

He has worked with Leading Brands like Macy's, Mothercare, has served as Country Manager of leading sourcing company in India, and has been part of the senior leadership in various manufacturing organizations

Mr Manish Virmani was involved for the first time in the management board of PT. Eratex Djaja Tbk. as Director based on Annual General Meeting of Shareholder decision on June 30th, 2023 as per stated in the Notarial Deed No. 77 dated June 30th, 2023 made by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya. His last re-appointment as the Director of the Company was made in the Annual General Meeting of Shareholders on June 30, 2025 as per stipulated in the Notarial Deed No. 130 dated June 30, 2025 made by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notary of Surabaya.

- **Bp. / Mr. Bejoy Balakrishnan**

Bapak Bejoy Balakrishnan, lahir pada tanggal 26 November 1982, adalah warga negara India dengan pengalaman profesional yang luas selama lebih dari 18 tahun di berbagai negara, termasuk India, Georgia, Malaysia, dan Indonesia. Beliau meraih gelar sarjana di bidang perdagangan dari Universitas Gujarat dan merupakan Qualified Chartered Accountant dari Institute of Chartered Accountants of India.

Sebelum bergabung dengan Busana Apparel Group pada tahun 2023, Bapak Balakrishnan menjabat sebagai Chief Financial Officer di Pt. Orson Indonesia. Sebelumnya, beliau menjabat sebagai Senior Finance Head di Kewalram Chanrai Group di Indonesia dan Malaysia.

Selain itu, beliau memperoleh pengalaman berharga sebagai Kepala Keuangan di Jindal



Petroleum Georgia Ltd. yang berbasis di Georgia. Bapak Balakrishnan juga pernah memegang berbagai peran keuangan di India, termasuk posisi di perusahaan yang terdaftar di Bursa Efek India.

Bapak Bejoy Balakrishnan masuk pertama kalinya dalam jajaran manajemen PT. Eratex Djaja Tbk. sebagai Direktur berdasarkan keputusan Rapat Umum Pemegang Saham Luar Biasa yang diselenggarakan pada tanggal 16 April 2024 dan dinyatakan dalam Akta No.13 tanggal 16 April 2024 yang dibuat dihadapan Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya. Dan pengangkatan kembali yang terakhir sebagai Direktur Perseroan dilakukan dalam Rapat Umum Pemegang Saham Tahunan tanggal 30 Juni 2025 sebagaimana termuat dalam Akta no.130 tanggal 30 Juni 2025 yang dibuat oleh Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya.

Mr. Bejoy Balakrishnan, born on November 26th, 1982, is an Indian national with extensive professional experience spanning over 18 years across multiple countries, including India, Georgia, Malaysia, and Indonesia. He holds a bachelor's degree in commerce from Gujarat University and is a Qualified Chartered Accountant from the Institute of Chartered Accountants of India.

Prior to joining Busana Apparel Group in 2023, Mr. Balakrishnan held the position of Chief Financial Officer at Pt. Orson Indonesia. Before that, he served as the Senior Finance Head at Kewalram Chanrai Group in Indonesia and Malaysia. Additionally, he gained valuable experience as the Head of Finance at Jindal Petroleum Georgia Ltd. based in Georgia. Mr. Balakrishnan has also held various finance roles in India, including positions at companies listed on the Indian Stock Exchange.

Mr. Bejoy Balakrishnan was involved for the first time in the management board of PT. Eratex Djaja Tbk. as Director based on Extraordinary General Meeting of Shareholder decision on April 16th, 2024 as per stated in the Notarial Deed No.13 dated April 16th, 2024 made by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notaris di Surabaya. His last re-appointment as the Director of the Company was made in the Annual General Meeting of Shareholders on June 30, 2025 as per stipulated in the Notarial Deed No. 130 dated June 30, 2025 made by Sitaesmi Puspadewi Subianto, S.H., M.Kn., Notary of Surabaya.

- Profil Direksi juga bisa dilihat di Laporan Tahunan 2025
The profiles of the Board of Directors can be seen in 2025 Annual Report