Jakarta, May 2, 2019

To:

Manager Chaeron Pokphand Indonesia Ltd.

St. Ancol VIII/1

Jakarta 14430

Indonesia

The undersigned below:

name : Junaedi

position : head of the production division

join Date : July 13, 2003

with respect,

In accordance with the demands for salary increases delivered through national labor day, **I as a representative of all employees** of Charoen Pokphand Indonesia Ltd. demand a salary increase of 5% of the current salary (according to the position carried).

On the basis of raising the cost of living, we have carefully considered this salary increase request and as an agreement of all Indonesian workers.

thus our salary request letter is made, thank you for your openness and cooperation

on behalf of all employees

Charoen Pokphand Indonesia Ltd.

Junaedi

head of the production division