

# PENGUNGKAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

## REMUNERATION DISCLOSURES OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Mengacu pada Pasal 96 ayat (1) UU Perseroan Terbatas No.40 tahun 2007, pengaturan besarnya gaji dan tunjangan Direksi ditetapkan berdasarkan keputusan RUPS. Kewenangan tersebut berdasarkan dapat dilimpahkan kepada Dewan Komisaris Pasal 96 ayat (2).

Penentuan remunerasi Dewan Komisaris dan Direksi berdasarkan pertimbangan kewajaran, meningkatnya tuntutan dan tanggung jawab pengurusan perusahaan, meningkatnya kebutuhan *Cost of Living Adjustment* (COLA) serta perbandingan industri sejenis.

### INDIKATOR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Pemberian remunerasi Dewan Komisaris dan Direksi mengacu pada keputusan RUPS dengan memperhatikan hasil kajian yang dilakukan oleh Perseroan. Kajian dalam penetapan remunerasi mempertimbangkan aspek seperti:

- Kinerja keuangan dan pencapaian *Key Performance Indicator* (KPI).
- Kewajaran dengan *peer* perusahaan lainnya.
- Pertimbangan sasaran dan strategi jangka panjang Perusahaan.

### REMUNERASI DEWAN KOMISARIS

Remunerasi Dewan Komisaris terdiri dari komponen honorarium dan tunjangan. Rincian remunerasi Dewan Komisaris adalah sebagai berikut:

Referring to Article 96 paragraph (1) of Limited Liability Company Law No. 40 of 2007, the regulation of total salaries and allowances of the Board of Directors is determined based on the resolution of the GMS. The authority may be granted to the Board of Commissioners, Article 96 paragraph (2).

The determination of the remuneration of the Board of Commissioners and the Board of Directors based on reasonable consideration, the increasing demands and responsibilities of managing the company, the increasing needs of the Cost of Living Adjustment (COLA), and the comparison of similar industries.

### INDICATORS FOR REMUNERATION STIPULATION OF THE BOARD OF COMMISSIONERS AND DIRECTORS

The remuneration of the Board of Commissioners and the Board of Directors refers to the resolutions of the GMS with due regard to the results of the review conducted by the Company. The review in determining remuneration takes into account aspects such as:

- Financial performance and achievement of Key Performance Indicator (KPI).
- Fairness with other peer companies.
- Consideration of the Company's long term objectives and strategies.

### REMUNERATION OF THE BOARD OF COMMISSIONERS

The remuneration of the Board of Commissioners consists of components of honorarium and allowances. The details of the remuneration of the Board of Commissioners are as follows:



No	Nama Dewan Komisaris / Commissioners Name	Jabatan / Position	Honorarium / Honorarium	Tunjangan / Allowances	Take Home Pay (per bulan) / Take Home Pay (per month)
1	Mualimin Abdi	Komisaris Utama President Commissioner	Rp29.200.000	Rp5.840.000	Rp35.040.000
2	Luizah	Komisaris Commissioner	Rp26.200.000	Rp5.240.000	Rp31.440.000
3	Farid Zaenuddin	Komisaris Commissioner	Rp26.200.000	Rp5.240.000	Rp31.440.000
4	Dayu Padmara Rengganis	Komisaris Commissioner	Rp26.200.000	Rp5.240.000	Rp31.440.000

#### REMUNERASI DIREKSI

Remunerasi Direksi terdiri dari komponen gaji dan tunjangan. Rincian remunerasi Direksi adalah sebagai berikut:

#### REMUNERATION OF THE BOARD OF DIRECTORS

The remuneration of the Board of Directors consists of salaries and allowances. Details of the remuneration of the Board of Directors are as follows:

No	Nama Dewan Komisaris / Commissioners Name	Jabatan / Position	Honorarium / Honorarium	Tunjangan / Allowances	Take Home Pay (per bulan) / Take Home Pay (per month)
1	Handriani Tjatur Setijowati	Plt. Direktur Utama Acting President Director	Rp58.500.000	Rp23.400.000	Rp81.900.000
2	Sumini	Direktur Keuangan & Administrasi Director of Finance & Administration	Rp58.500.000	Rp23.400.000	Rp81.900.000
3	Lies Permana Lestari	Direktur Operasional I Director of Operations I	Rp58.500.000	Rp23.400.000	Rp81.900.000
4	Indyruwani Asikin Natanegara	Direktur Operasional II Director of Operations II	Rp58.500.000	Rp23.400.000	Rp81.900.000

