

NOMINASI DAN REMUNERASI DIREKSI DAN DEWAN KOMISARIS

Nomination And Remuneration Of Directors And Board Of Commissioners

Terkait dengan remunerasi bagi Dewan Komisaris dan Direksi, PT Taman Wisata Candi Borobudur, Prambanan dan Ratu Boko menggunakan dasar hukum dengan menerbitkan Surat Keputusan Direksi Nomor: SK.15/DIREKSI/2017, tanggal 6 Juli 2017, yang menetapkan bahwa Gaji/Honorarium Dewan Komisaris dan Direksi serta Tunjangan dan/atau Fasilitas Lainnya.

STRUKTUR REMUNERASI BAGI DEWAN KOMISARIS DAN DIREKSI

Pada Tahun 2022, realisasi total beban Direksi dan Dewan Komisaris adalah sebesar Rp12.906 juta dari target RKAP 2022 yaitu sebesar Rp9.792 juta. Kenaikan beban Direksi dan Dewan Komisaris disebabkan karena adanya penambahan anggota Dewan Komisaris.

Gaji/Honorarium Dewan Komisaris dan Direksi serta tunjangan dan/atau fasilitas lainnya pada tahun 2022 adalah sebagai berikut: Penghasilan Dewan Komisaris tahun 2022 sebesar Rp 1.976 juta per tahun ditambah tunjangan transportasi sebesar Rp 369 juta per bulan,

Tunjangan dan/atau Fasilitas bagi Dewan Komisaris dan Direksi berpedoman kepada Peraturan Menteri Negara BUMN Nomor: PER- 04/MBU/2014 tanggal 10 Maret 2014 dan Peraturan Menteri 02/MBU/06/2016 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN. Penetapan tunjangan dan/atau fasilitas lainnya berlaku efektif sejak ditetapkannya keputusan ini. Kemudian keputusan tersebut di atas diperinci dalam penjelasan di lampiran terkait Tunjangan dan fasilitas bagi Dewan Komisaris dan Direksi. Adapun tunjangan dan fasilitas bagi Dewan Komisaris adalah sebagai berikut:

TUNJANGAN

- Tunjangan Hari Raya Keagamaan: 1 (satu) bulan honorarium, Total Realisasi Tunjangan Hari Raya Dewan Komisaris Tahun 2022 yaitu Rp 148.410.000,00.
- Tunjangan Transportasi: maksimal 20% dari honorarium per bulan Total Realisasi Tunjangan Transportasi Dewan Komisaris tahun 2022 yaitu Rp 369.228.000
- Tunjangan asuransi purna jabatan: premi sebesar 25% dari honorarium dalam 1 (satu) tahun

Regarding the remuneration for the Board of Commissioners and the Board of Directors, PT Taman Wisata Candi Borobudur, Prambanan and Ratu Boko uses a legal basis by issuing Board of Directors Decree Number: SK.15/DIREKSI/2017, dated July 6, 2017, which stipulates that the Salary/Honorarium of the Board of Commissioners and the Board of Directors as well as Allowances and/or Other Facilities.

REMUNERATION STRUCTURE FOR THE BOARD OF COMMISSIONERS AND DIRECTORS

In 2022, the realization of total expenses of the Board of Directors and Board of Commissioners was Rp12,906 million from the 2022 RKAP target of Rp9,792 million. The increase in expenses of the Board of Directors and Board of Commissioners was due to the addition of members of the Board of Commissioners.

Salary/Honorarium of the Board of Commissioners and Board of Directors and other benefits and/or facilities in 2022 are as follows: The income of the Board of Commissioners in 2022 is Rp 1,976 million per year plus transportation allowance of Rp 369 million per month,

Allowances and/or Facilities for the Board of Commissioners and Board of Directors are guided by the Regulation of the Minister of State-Owned Enterprises Number: PER- 04/MBU/2014 dated March 10, 2014 and Ministerial Regulation 02/MBU/06/2016 on Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of SOEs. The stipulation of allowances and/or other facilities is effective since the enactment of this decision. Then the above decision is detailed in the explanation in the attachment related to allowances and facilities for the Board of Commissioners and Board of Directors. The allowances and facilities for the Board of Commissioners are as follows:

BENEFITS

- Religious Holiday Allowance: 1 (one) month honorarium, Total Realization of the Board of Commissioners' Holiday Allowance in 2022 is Rp 148,410,000.00.
- Transportation Allowance: maximum 20% of honorarium per month Total Realization of Transportation Allowance for the Board of Commissioners in 2022 is IDR 369,228,000.
- Retirement insurance allowance: premium of 25% of honorarium in 1 (one) year



FASILITAS

- Fasilitas kesehatan: mengikuti program asuransi kesehatan BNI Life.
- Fasilitas perkumpulan profesi: maksimum mengikuti dalam 2 (dua) keanggotaan.
- Fasilitas bantuan hukum: sebesar pemakaian (*at cost*), selama penunjukkan untuk Pengacara dan Kantor Bantuan Hukum melalui mekanisme pengadaan barang & jasa yang berlaku di Perusahaan.

Tunjangan dan Fasilitas bagi Direksi adalah sebagai berikut:

TUNJANGAN

- Tunjangan Hari Raya Keagamaan: 1 (satu) bulan Gaji (Rp102 juta) bagi Direktur Utama, Rp86.7 juta bagi Direktur lainnya.
- Asuransi purna jabatan: premi sebesar 25% dari gaji dalam 1 (satu) tahun.
- Tunjangan pakaian: maksimum Rp5 juta per tahun.
- Tunjangan perumahan termasuk biaya utilitas adalah Rp27 juta untuk Direktur Utama dan Rp26.5 juta untuk Direktur lainnya.

FASILITAS

- Fasilitas kendaraan dinas: 1 (satu) unit kendaraan beserta biaya pemeliharaan dan biaya operasional.
- Fasilitas kesehatan - *medical check up*: mengikuti program asuransi kesehatan BNI Life dan *medical check up* dilakukan di dalam negeri 1 (satu) kali setahun.
- Fasilitas perkumpulan profesi: maksimum ikut dalam 2 (dua) keanggotaan.
- Fasilitas bantuan hukum: sebesar pemakaian (*at cost*), selama penunjukkan untuk Pengacara
- dan Kantor Bantuan Hukum melalui mekanisme pengadaan barang dan jasa yang berlaku di Perusahaan.
- Fasilitas *club membership*: maksimum mengikuti 2 (dua) keanggotaan.

INDIKATOR PENETAPAN REMUNERASI DIREKSI

Agar kinerja Direksi dan karyawan menjadi semakin baik dan dapat melampaui target yang ditetapkan maka Perusahaan memberikan bonus dan tantiem yang ditetapkan dalam RUPS. Besaran bonus dan tantiem ini tergantung pada persentase capaian kinerja yang diperoleh pada tahun itu.

FACILITIES

- Health facilities: participating in BNI Life's health insurance program.
- Professional association facilities: maximum participation in 2 (two) memberships.
- Legal aid facilities: at cost, as long as the appointment of Lawyers and Legal Aid Offices through the procurement mechanism of goods & services applicable in the Company.

Allowances and Facilities for Directors are as follows:

BENEFITS

- Religious Holiday Allowance: 1 (one) month's salary (IDR102 million) for President Director, IDR86.7 million for other Directors.
- Retirement insurance: premium of 25% of salary in 1 (one) year.
- Clothing allowance: maximum IDR 5 million per year.
- The housing allowance including utility costs is Rp27 million for the President Director and Rp26.5 million for other Directors.

FACILITIES

- Official vehicle facilities: 1 (one) vehicle along with maintenance and operational costs.
- Health facilities - *medical check-up*: participates in BNI Life health insurance program and *medical check-up* is conducted domestically 1 (one) time per year.
- Professional association facilities: maximum 2 (two) memberships.
- Legal aid facility: at cost, for the duration of the appointment of a Lawyer.
- and Legal Aid Office through the procurement mechanism of goods and services applicable in the Company.
- Club membership facility: maximum 2 (two) memberships.

INDICATORS FOR DETERMINING DIRECTORS' REMUNERATION

In order for the performance of the Directors and employees to be better and to exceed the targets set, the Company provides bonuses and tantiems which are determined in the GMS. The amount of bonus and tantiem depends on the percentage of performance achievement obtained in that year.