

Nominasi dan Remunerasi Direksi dan Dewan Komisaris

Nomination and Remuneration of the Board of Directors and Board of Commissioners

Dalam rangka pelaksanaan tata kelola perusahaan yang baik (*Good corporate governance*), PT Taman Wisata Candi Borobudur, Prambanan dan Ratu Boko menetapkan sistem remunerasi bagi Dewan Komisaris dan Direksi berdasarkan ketentuan yang berlaku. Penetapan remunerasi tersebut mengacu pada Surat Keputusan Direksi Nomor: SK.15/DIREKSI/2017 tanggal 6 Juli 2017, yang mengatur tentang Gaji/Honorarium Dewan Komisaris dan Direksi serta Tunjangan dan/atau Fasilitas Lainnya.

STRUKTUR REMUNERASI BAGI DEWAN KOMISARIS DAN DIREKSI

Pada tahun 2024, realisasi total beban remunerasi Direksi dan Dewan Komisaris tercatat sebesar Rp14.520 juta, melebihi target RKAP 2024 sebesar Rp11.200 juta. Kenaikan ini disebabkan oleh penyesuaian honorarium, pemberian tunjangan yang telah disetujui RUPS, serta perubahan struktur organisasi perusahaan.

Remunerasi Dewan Komisaris dan Direksi serta tunjangan dan/atau fasilitas lainnya tetap berpedoman kepada:

- Peraturan Menteri BUMN Nomor: PER-04/MBU/2014 tanggal 10 Maret 2014, dan
- Peraturan Menteri BUMN Nomor: PER-02/MBU/06/2016 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN.

Penetapan ini berlaku efektif sejak ditetapkannya keputusan terkait oleh Direksi dan telah dilaporkan dalam RUPS.

In implementing good corporate governance (GCG), PT Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko has established a remuneration system for the Board of Commissioners and the Board of Directors based on applicable regulations. The remuneration determination refers to the Board of Directors Decree Number: SK.15/DIREKSI/2017 dated July 6, 2017, which regulates the Salary/Honorarium of the Board of Commissioners and Board of Directors, as well as other Allowances and/or Facilities.

REMUNERATION STRUCTURE FOR THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

In 2024, the total realized remuneration expense for the Board of Directors and Board of Commissioners amounted to IDR 14,520 million, exceeding the 2024 RKAP target of IDR 11,200 million. This increase was due to adjustments in honorariums, provision of allowances as approved by the GMS, and changes in the company's organizational structure.

The remuneration for the Board of Commissioners and Board of Directors, including other allowances and/or facilities, remains guided by:

- Minister of State-Owned Enterprises Regulation Number: PER-04/MBU/2014 dated March 10, 2014, and
- Minister of State-Owned Enterprises Regulation Number: PER-02/MBU/06/2016 concerning Guidelines for Determining the Income of the Board of Directors, Board of Commissioners, and Supervisory Board of SOEs.

This provision became effective following the issuance of the related decision by the Board of Directors and has been reported to the General Meeting of Shareholders (GMS).

Tunjangan

- Tunjangan Hari Raya Keagamaan: 1 (satu) bulan honorarium Realisasi 2024: Rp 160.000.000
- Tunjangan Transportasi: Maksimal 20% dari honorarium per bulan Realisasi 2024: Rp 410.000.000
- Asuransi Purna Jabatan: Premi sebesar 25% dari honorarium dalam 1 (satu) tahun

Fasilitas

- Fasilitas kesehatan: Mengikuti program asuransi kesehatan BNI Life
- Fasilitas perkumpulan profesi: Maksimal 2 (dua) keanggotaan
- Fasilitas bantuan hukum: Sesuai pemakaian (at cost), melalui mekanisme pengadaan barang & jasa perusahaan

Tunjangan dan Fasilitas bagi Direksi adalah sebagai berikut:

Tunjangan

- Tunjangan Hari Raya Keagamaan:
 - Direktur Utama: Rp115 juta
 - Direktur lainnya: Rp98 juta
- Asuransi Purna Jabatan: Premi sebesar 25% dari gaji dalam 1 (satu) tahun
- Tunjangan Pakaian: Maksimum Rp6 juta per tahun
- Tunjangan Perumahan (termasuk utilitas):
 - Direktur Utama: Rp30 juta
 - Direktur lainnya: Rp28 juta

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.

Allowances

- Religious Holiday Allowance: Equivalent to one (1) month of honorarium 2024 Realization: IDR 160,000,000
- Transportation Allowance: Maximum 20% of monthly honorarium 2024 Realization: IDR 410,000,000
- Post-Service Insurance: Premium amounting to 25% of the annual honorarium

Facilities

- Healthcare Facility: Enrolled in the BNI Life health insurance program
- Professional Association Facility: Maximum of two (2) memberships
- Legal Assistance Facility: On an at-cost basis, provided through the company's goods and services procurement mechanism

Benefits and Facilities for the Board of Directors:

Allowances

- Religious Holiday Allowance:
 - President Director: IDR 115 million
 - Other Directors: IDR 98 million
- Post-Employment Insurance: Premium of 25% of one year's salary
- Clothing Allowance: Maximum of IDR 6 million per year
- Housing Allowance (including utilities):
 - President Director: IDR 30 million
 - Other Directors: IDR 28 million

Facilities

- Official Vehicle Facility: One unit of vehicle including maintenance and operational costs.
- Health Facility – Medical Check-Up: Covered by BNI Life health insurance program, with medical check-ups conducted domestically once a year.
- Professional Association Memberships: Entitled to join up to two associations.
- Legal Assistance Facility: Provided on an at-cost basis, applicable for the appointment of legal counsel or legal aid offices through the Company's goods and services procurement mechanism.
- Club Membership Facility: Entitled to join up to two memberships.

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 yang ditetapkan pada persentase capaian kinerja yang diperoleh pada tahun itu.

INDICATORS FOR DETERMINING THE REMUNERATION OF THE BOARD OF DIRECTORS

To enhance the performance of the Board of Directors and employees and to exceed established targets, the Company provides bonuses and tantiem, as determined in the General Meeting of Shareholders (GMS). The amount of bonuses and tantiem is based on the percentage of performance achievement attained in that particular year.

Informasi Mengenai Pemegang Saham Utama

Information on Major Shareholders

Pemegang saham utama adalah PT Aviassi Pariwisata Indonesia (Persero) sebanyak 99.9996% dan Pemerintah Republik Indonesia sebanyak 0.0004% kepemilikan. Saham ini tidak diperdagangkan di Bursa Efek Indonesia sehingga tidak dimiliki oleh publik.

The majority shareholder is PT Aviassi Pariwisata Indonesia (Persero), holding 99.9996% of shares, while the Government of the Republic of Indonesia holds 0.0004%. These shares are not traded on the Indonesia Stock Exchange and are therefore not owned by the public.

Keterangan	%	Description
PT Aviassi Pariwisata Indonesia (Persero)	99.9996%	PT Aviation Pariwisata Indonesia (Persero)
Pemerintah	0.0004%	Government
Komisaris Utama dan Keluarga	0	President Commissioner and Family
Komisaris dan Keluarga	0	Commissioners and Family
Direktur Utama dan Keluarga	0	President Director and Family
Direktur Keuangan, SDM, & Investasi dan Keluarga	0	Director Finance, HR & Investment and Family
Direktur Pemasaran & Pengembangan dan Keluarga	0	Director Marketing & Development and Family
Direktur Teknik & Infrastruktur dan Keluarga	0	Director of Engineering & Infrastructure and Family
Saf dan Keluarga	0	Staff and Family