

Kebijakan Remunerasi Dewan Komisaris dan Direksi

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

- Peraturan Menteri BUMN Nomor: PER-02/MBU/06/2016 tanggal 28 Juni 2016 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.
- Peraturan Menteri BUMN Nomor: PER-03/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Remuneration Policy of the Board of Commissioners and the Board of Directors

The remuneration of the Board of Commissioners and Board of Directors, including allowances and/or other benefits, continues to be governed by:

- Minister of State-Owned Enterprises Regulation No. PER-02/MBU/06/2016 dated June 28, 2016, concerning Guidelines for Determining the Remuneration of the Board of Directors, Board of Commissioners, and Board of Supervisors of State-Owned Enterprises.
- Minister of State-Owned Enterprises Regulation No. PER-03/MBU/03/2023 dated March 20, 2023, concerning the Organs and Human Resources of State-Owned Enterprises.

Struktur Remunerasi Dewan Komisaris dan Direksi Remuneration Structure for the Board of Commissioners

No	Jenis Penghasilan Type of Income	Keputusan Decree	
		Dewan Komisaris Board of Commissioners	Direksi Board of Directors
1	Honorarium Salary	• Komisaris Utama 45% dari gaji Direktur Utama • Anggota komisaris 90% dari honorarium Komisaris Utama • <i>The President Commissioner receives an honorarium equivalent to 45% of the President Director's salary.</i> • <i>Members of the Board of Commissioners receive an honorarium equivalent to 90% of the President Commissioner's honorarium.</i>	• Direktur Utama memperoleh 100% sesuai dengan ketentuan pemegang saham RUPS • Anggota direksi 85% dari gaji Direktur Utama. • <i>The President Director receives 100% of the salary as approved by the GMS.</i> • <i>Members of the Board of Directors receive a salary equivalent to 85% of the President Director's salary.</i>
2	Tunjangan Allowance		
	Tunjangan Hari Raya Keagamaan Religious Holidays Allowance	Diberikan sebesar satu bulan honorarium <i>Equivalent to one month's honorarium.</i>	Diberikan sebesar satu bulan honorarium <i>Equivalent to one month's honorarium.</i>
	Tunjangan Transportasi Transportation Allowance	Diberikan maksimal 20% dari honorarium satu bulan. <i>Granted at a maximum of 20% of one month's honorarium.</i>	Nil
	Tunjangan Perumahan Housing Allowance	Nil	Sesuai ketentuan yang berlaku. <i>Provided in accordance with prevailing regulations.</i>
	Asuransi Purna Jabatan Post-Employment Insurance	Premi sebesar 25% dari honorarium dalam satu tahun. <i>Premium equivalent to 25% of annual honorarium.</i>	Premi sebesar 25% dari gaji dalam satu tahun. <i>Premium equivalent to 25% of annual honorarium.</i>



No	Jenis Penghasilan <i>Type of Income</i>	Keputusan <i>Decree</i>	
		Dewan Komisaris <i>Board of Commissioners</i>	Direksi <i>Board of Directors</i>
3	Fasilitas Lain dalam Bentuk Natura <i>Other Benefits in Kind</i>	Fasilitas kendaraan satu unit beserta biaya pemeliharaan dan biaya operasional, dengan memperhatikan kondisi keuangan perusahaan. <i>One company-provided vehicle, including maintenance and operational expenses, taking into account the Company's financial condition.</i>	
	Kesehatan <i>Healthcare Benefits</i>	Mengikuti program asuransi kesehatan Mandiri Inhealth. <i>Covered under the Mandiri Inhealth health insurance program.</i>	Mengikuti program asuransi kesehatan Mandiri Inhealth. <i>Covered under the Mandiri Inhealth health insurance program.</i>
	Perkumpulan Profesi <i>Professional Association Membership</i>	Maksimal dua keanggotaan <i>Maximum of two memberships</i>	Maksimal dua keanggotaan <i>Maximum of two memberships</i>
	Bantuan Hukum Terkait Pelaksanaan Tugas <i>Legal Assistance Related to the Performance of Duties</i>	Sesuai pemakaian (<i>at cost</i>), melalui mekanisme pengadaan barang dan jasa. <i>Provided on an actual-cost basis through the Company's procurement mechanism.</i>	Sesuai pemakaian (<i>at cost</i>), melalui mekanisme pengadaan barang dan jasa. <i>Provided on an actual-cost basis through the Company's procurement mechanism.</i>

Jumlah Nominal Tiap Komponen Struktur Remunerasi Dewan Komisaris dan Direksi pada 2025

Nominal Amount of Each Component of the Remuneration Structure for the Board of Commissioners and Board of Directors in 2025

Jenis Penghasilan <i>Type of Income</i>	Jumlah diterima (jutaan Rupiah) <i>Amount Received (in millions Rupiah)</i>	
	Dewan Komisaris: 3 orang <i>Board of Commissioners: 3 persons</i>	Direksi: 4 orang <i>Board of Directors: 4 persons</i>
Honorarium <i>Salary</i>	2.557	7.205
Tunjangan Hari Raya Keagamaan <i>Religious Holidays Allowance</i>	448	281
Tunjangan Transportasi <i>Transportation Allowance</i>	654	-
Tunjangan Perumahan <i>Housing Allowance</i>	-	2.464
Asuransi Purna Jabatan <i>Post-Employment Insurance</i>	527	1.567
Kesehatan <i>Healthcare Benefits</i>	132	534
Perkumpulan Profesi <i>Professional Association Membership</i>	-	-
Bantuan Hukum Terkait Pelaksanaan Tugas <i>Legal Assistance Related to the Performance of Duties</i>	-	-
Jumlah <i>Total</i>	2.397	5.848

Penetapan remunerasi Dewan Komisaris dan Direksi Tahun 2025 telah dilakukan sesuai ketentuan yang berlaku di lingkungan BUMN dan memperoleh persetujuan dari Pemegang Saham.

The remuneration of the Board of Directors and the Board of Commissioners for 2025 was determined in accordance with the regulations applicable to State-Owned Enterprises (SOEs) and approved by the Shareholder.