

## REMUNERASI DEWAN PENGAWAS DAN DIREKSI

### Prosedur, Dasar Penetapan, Struktur, dan Besarnya Remunerasi Dewan Pengawas

Dewan Pengawas mendapatkan honorarium atau pendapatan yang diatur dalam Peraturan Menteri BUMN No. Per-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN. Ketua Dewan Pengawas mendapatkan honorarium sebesar 45% dari Direktur Utama dan anggota Dewan Pengawas sebesar 90% dari ketua Dewan Pengawas. Dewan Pengawas juga menerima tunjangan transportasi sebesar 90% dari honorarium yang diterima.

Pada akhir masa jabatan, Dewan Pengawas dan Sekretaris Dewan Pengawas akan mendapatkan santunan purna jabatan yang besaran beban premi tahunannya tidak boleh melebihi 25% dari honorarium selama satu tahun. Selain itu, Dewan Pengawas diberikan kewenangan untuk menentukan fasilitas lain pada saat Rapat Pembahasan Bersama (RPB) sesuai dengan kemampuan perusahaan dan harus dikonsultasikan dengan Pemilik Modal terlebih dahulu.

### Prosedur, Dasar Penetapan, Struktur, dan Besarnya Remunerasi Direksi

Penghasilan/gaji Direktur Utama diatur dalam Surat Menteri BUMN No. S-569/MBU/D5/06/2018. Gaji Direksi lainnya ditetapkan sebesar 85% dari gaji Direktur Utama. Selain itu, anggota Direksi menerima tunjangan yang berupa rumah jabatan sebesar 20% dari gaji setiap bulan, kendaraan jabatan untuk Direksi, dan fasilitas pengobatan sesuai dengan kemampuan perusahaan dan ketentuan yang berlaku. Pada akhir masa jabatan, Direksi berhak atas santunan purna jabatan berupa kesertaan dalam program asuransi atau tabungan pensiun, dengan beban premi tahunan tidak boleh melebihi 25% dari gaji selama satu tahun.

## SUPERVISORY BOARD AND BOARD OF DIRECTORS REMUNERATION

### Procedures, Legal Basis, Structure, and Amount of Supervisory Board Remuneration

Supervisory Board shall receive an income or salary the amount of which is specified according to Minister of State-owned Enterprises Decision No. PER-04/MBU/2014 on Guidelines for Establishing the Income of State-owned Enterprises Board of Directors, Board of Commissioners, and Supervisory Board. Honorarium for the Chair of Supervisory Board amounts to 45% of that of the Chair of the Board of Directors, while honorarium of members of Supervisory Board amounts to 90% of the Chair of the Supervisory Board. Supervisory Board also received transportation allowance amounting to 90% of the honorarium received.

At the end of the term, Supervisory Board and Secretary of Supervisory Board shall receive post-service compensation at an annual premium that amounts to no more than 25% of the annual honorarium. In addition, the Supervisory Board are authorized to decide on other facilities at Joint Discussion Meetings (RPB) subject to Company's capability and with consultation with Capital Owner.

### Procedures, Legal Basis, Structure and Amount of Board of Directors Remuneration

The amount of income or honorarium for the President Director is stipulated in Minister of State-owned Enterprises Decision No. S-569/MBU/D5/06/2018. Honorarium for other members of the Board of Directors is set at 85% of the President Director's honorarium. In addition, members of the Board of Directors receive allowances including residential allowance amounting to 20% of monthly salary, company vehicle for the Board of Directors, and medical coverage according to the Company's capability and applicable laws. At the end of their terms, the Board of Directors shall receive post-service compensation in the form of participation in insurance program or pension plan at an annual premium of no more than 25% of the annual salary.

