

# Kebijakan Remunerasi Dewan Komisaris dan Direksi

## Remuneration Policy of Board of Commissioners and Board of Directors

ASABRI senantiasa mengupayakan pemberian penghargaan kepada Dewan Komisaris dan Direksi atas peran pentingnya dalam organ Perseroan berupa pemberian remunerasi yang layak dan sesuai dengan aturan perundang-undangan yang berlaku sebagai motivasi dan dukungan dalam mendorong kinerja terbaik Dewan Komisaris dan Direksi.

ASABRI always strives to appreciate the Board of Commissioners and Board of Directors for their critical role in the Company's organs in the form of appropriate remuneration and according to applicable laws and regulations as motivation and support in encouraging the best performance of Board of Commissioners and Board of Directors.



### Dasar Kebijakan Remunerasi Dewan Komisaris dan Direksi Basis for Remuneration Policy of Board of Commissioners and Board of Directors

1. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
2. Surat Kementerian Badan Usaha Milik Negara Nomor SR-5/Wk.MBU.08/07/2023 hal Penetapan Penghasilan Direksi dan Komisaris PT ASABRI (Persero) Tahun 2023.

1. Regulation of Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 on March 20, 2023 concerning Organs and Human Resources of State-Owned Enterprises.
2. Letter from Ministry of State-Owned Enterprises Number SR-5/Wk.MBU.08/07/2023 regarding Determination of Income of Directors and Commissioners of PT ASABRI (Persero) for 2023.



### Pengungkapan Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi

#### Disclosure of Indicators for Determination of Remuneration of Board of Commissioners and Board of Directors

Penetapan remunerasi Dewan Komisaris dan Direksi dilakukan berdasarkan Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

1. Penetapan Penghasilan yang berupa Gaji atau Honorarium, Tunjangan, dan Fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan

Determination of remuneration for Board of Commissioners and Board of Directors is made based on the Regulation of Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 on March 20, 2023 concerning Organs and Human Resources of State-Owned Enterprises.

1. Income in the form of salary or Honorarium, Allowances and permanent Facilities is defined by taking business scale factors, business complexity factors, inflation rate, the company's financial condition and capabilities, and other relevant

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perusahaan, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan.

2. Penetapan Penghasilan yang berupa Tantiem/ Insentif Kinerja/LTI yang bersifat variabel (*merit rating*) dilakukan dengan mempertimbangkan faktor kinerja dan kemampuan keuangan perusahaan, serta faktor lain yang relevan.
3. Faktor lain termasuk di antaranya adalah tingkat Penghasilan yang berlaku umum dalam industri yang sejenis.
4. Dalam hal perhitungan Gaji atau Honorarium dengan memperhatikan faktor menyebabkan Gaji atau Honorarium lebih rendah dari pada tahun sebelumnya maka Gaji atau Honorarium yang dipakai untuk yang bersangkutan dapat ditetapkan sama dengan Gaji atau Honorarium tahun sebelumnya.

factors into account, and must not conflict with laws and regulations.

2. Income in the form of variable Bonuses/ Performance Incentives/LTI (*merit rating*) is defined by taking the company's performance factors and financial capabilities, and any other relevant factors into account.
3. Any other factors include general level of Income in similar industries.
4. In the event that the Salary or Honorarium is calculated by taking factors that result in the lower Salary or Honorarium than in the previous year into account, the Salary or Honorarium used for the person concerned can be defined to be the same as the previous year's Salary or Honorarium.

## **Prosedur dan Mekanisme Penetapan Remunerasi Dewan Komisaris dan Direksi**

### Procedures and Mechanism for Determination of Remuneration of Board of Commissioners and Board of Directors

Mekanisme penetapan remunerasi Dewan Komisaris dan Direksi mengikuti prosedur yang telah ditetapkan sebagai berikut:

1. Gaji Direktur Utama ditetapkan oleh Rapat Umum Pemegang Saham (RUPS) setiap tahun selama satu tahun terhitung sejak bulan Januari tahun berjalan dengan pedoman internal yang ditetapkan oleh Menteri.
2. Dalam hal RUPS tidak menetapkan besarnya Gaji Direktur Utama untuk tahun tertentu, maka penetapan besarnya Gaji Direktur Utama menggunakan besaran yang paling akhir ditetapkan dan diberlakukan oleh RUPS.
3. Gaji Direksi lainnya ditetapkan dengan komposisi faktor jabatan sebagai berikut:
  - a. Wakil Direktur Utama: 90% (sembilan puluh persen) dari Gaji Direktur Utama.

The mechanism for determination of remuneration of Board of Commissioners and Board of Directors complies with the predetermined procedures as follows:

1. The President Director's salary is defined by General Meeting of Shareholders (RUPS) per year for one year from January of the current year with internal guidelines set forth by the Minister.
2. In the event that the RUPS does not determine the amount of salary of President Director for a particular year, then the amount of the President Director's salary will be defined using the amount most recently determined and enforced by RUPS.
3. The salaries of other Directors are defined using the following office factor composition:
  - a. Deputy President Director: 90% (ninety percent) of the President Director's salary.

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| <p>b. Anggota Direksi lainnya: 85% (delapan puluh lima persen) dari Gaji Direktur Utama.</p> <p>4. RUPS dapat menetapkan besaran faktor jabatan yang berbeda apabila dipandang lebih dapat merefleksikan kepatantasan dan kewajaran dalam pelaksanaan tugas dan tanggung jawab masing-masing anggota Direksi serta kemampuan Perusahaan.</p> <p>5. Honorarium Dewan Komisaris ditetapkan dengan komposisi Faktor Jabatan sebagai berikut:</p> <p>a. Komisaris Utama sebesar 45% (empat puluh lima persen) dari Gaji Direktur Utama;</p> <p>b. Wakil Komisaris Utama sebesar 42,5% (empat puluh dua koma lima persen) dari Gaji Direktur Utama;</p> <p>c. Anggota Dewan Komisaris sebesar 90% (sembilan puluh persen) dari Honorarium Komisaris Utama.</p> | <p>b. Other members of Board of Directors: 85% (eighty-five percent) of the President Director's salary.</p> <p>4. RUPS may specify different office factor amounts if it is deemed to better reflect the appropriateness and fairness in performing the duties and responsibilities of each member of Board of Directors and the Company's capabilities.</p> <p>5. The honorarium for Board of Commissioners is defined by the composition of Office Factors as follows:</p> <p>a. President Commissioner is 45% (forty five percent) of the Main Director's salary;</p> <p>b. Deputy President Commissioner of 42.5% (forty two point five percent) of the Main Director's salary;</p> <p>c. Members of the Board of Commissioners amount to 90% (ninety percent) of the President Commissioner's Honorarium.</p> |
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## **Struktur dan Jumlah Remunerasi Dewan Komisaris** **Structure and Amount of Remuneration of Board of Commissioners**

Penghasilan anggota Dewan Komisaris dapat terdiri dari:

1. Honorarium.
2. Tunjangan yang terdiri atas:
  - a. Tunjangan Hari Raya
  - b. Tunjangan transportasi
  - c. Asuransi purna jabatan
3. Fasilitas yang terdiri atas:
  - a. Fasilitas Kesehatan
  - b. Fasilitas bantuan hukum
4. Tantiem/Insentif Kinerja, di mana di dalam Tantiem tersebut diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*).

The income of members of Board of Commissioners may consist of:

1. Honorarium.
2. Benefits consisting of:
  - a. Religious Holiday Allowance
  - b. Transportation allowance
  - c. Retirement insurance
3. Facilities consisting of:
  - a. Healthcare Facilities
  - b. Legal aid facilities
4. Bonuses/Performance Incentives, where for Bonuses, an additional Long-Term Incentive (LTI) is granted.

## **Struktur dan Jumlah Remunerasi Direksi** Structure and Amount of Remuneration of Board of Directors

Penghasilan anggota Direksi dapat terdiri dari:

1. Gaji.
2. Tunjangan yang terdiri atas:
  - a. Tunjangan Hari Raya
  - b. Tunjangan perumahan
  - c. Asuransi purna jabatan
3. Fasilitas yang terdiri atas:
  - a. Fasilitas kendaraan
  - b. Fasilitas kesehatan
  - c. Fasilitas bantuan hukum
4. Tantiem/Insentif Kinerja, di mana di dalam Tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*).

Income of members of Board of Directors may consist of:

1. Salary
2. Benefits consisting of:
  - a. Religious Holiday Allowance
  - b. Housing allowance
  - c. Retirement insurance
3. Facilities consisting of:
  - a. Transportation facilities
  - b. Healthcare facilities
  - c. Legal aid facilities
4. Bonuses/Performance Incentives, where for Bonuses, an additional Long-Term Incentive (LTI) may be granted.