

SISTEM ALOKASI DAN REMUNERASI DIREKSI DAN KOMISARIS

Kebijakan remunerasi Direksi dan Dewan Komisaris PT Pupuk Indonesia (Persero) ditetapkan melalui RUPS sesuai ketentuan Kementerian BUMN. Struktur remunerasi terdiri atas gaji atau honorarium, tunjangan, fasilitas, serta insentif kinerja yang dikaitkan dengan pencapaian kinerja perusahaan. Penetapan remunerasi dilakukan dengan mempertimbangkan kinerja, kemampuan keuangan perusahaan, tingkat kompleksitas usaha, serta prinsip kewajaran dibandingkan perusahaan sejenis.

DOKUMEN SELINGKAPNYA →

KPI Individu Direktorat Manajemen Aset PTPI Tahun 2025

PTPI Director of Asset Management KPI in 2025

Perspektif Perspective	No	KPI	Satuan Unit	Bobot (%) Weight (%)
Bersama Joint	1	% EBITDA Margin	Persen Percentage	40,00
	2	% Penyaluran Pupuk Subsidi % Subsidized Fertilizer Distribution	Persen Percentage	
	3	# Lost Time Injury Frequency Rate (LTIFR)	Rate	
	4	% HC Transformation	Persen Percentage	
Direktorat Directorate	5	% Return on Asset	Persen Percentage	60,00
	6	% Utilisasi Aset Non Core % Utilization of Non-Core Assets	Persen Percentage	
	7	\$ Nilai Optimalisasi Aset Non Core \$ Value of Non-Core Asset Optimization	Rp Miliar Rp Billion	
	8	% Penyelesaian Roadmap Strategi Monetisasi Aset Non Core % Completion of the Roadmap for the Non-Core Asset Monetization Strategy	Persen Percentage	
	9	% Monetisasi Aset Non Core Idle SHS % Monetization of Idle Non-Core Assets SHS	Persen Percentage	
	10	% Pemenuhan Portal Aset KBUMN % Compliance with the KBUMN Asset Portal	Persen Percentage	
	11	% Penyelesaian Kebijakan Manajemen Aset Non Core % Completion of Non-Core Asset Management Policy	Persen Percentage	
	12	% Penyelesaian Rekomendasi Hasil Pemeriksaan % Follow-up on Audit Results Recommendations	Persen Percentage	
Total Bobot Total Weight				100

Remunerasi Dewan Komisaris dan Direksi

Kebijakan penetapan penghasilan Dewan Komisaris dan Direksi di lingkungan Perusahaan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara serta Surat Kementerian BUMN No. SR-98/Wk.MBU.04/08/2024 tanggal 23 Agustus 2024 perihal Penetapan Penghasilan Direksi dan Dewan Komisaris PTPI tahun 2025.

Prosedur Pengusulan Hingga Penetapan Remunerasi Dewan Komisaris dan Direksi

Pemberian remunerasi kepada Dewan Komisaris dan Direksi tidak semata-mata didasarkan pada pencapaian *Key Performance Indicators* (KPI) tahunan. Perusahaan juga mempertimbangkan capaian kinerja jangka pendek dan jangka panjang yang merupakan hasil dari sistem, kebijakan, dan proses bisnis yang telah dibangun secara berkelanjutan.

Dalam menetapkan remunerasi, Perusahaan melakukan kajian komprehensif dengan memperhatikan berbagai indikator, antara lain kinerja keuangan Perusahaan serta pemenuhan kewajiban cadangan sebagaimana diatur dalam peraturan perundang-undangan yang berlaku. Selain itu, aspek kewajaran dibandingkan dengan *peer group* serta keselarasan dengan sasaran dan strategi jangka panjang Perusahaan turut menjadi dasar pertimbangan. Melalui kebijakan tersebut, Perusahaan memberikan penghargaan yang layak dan kompetitif berupa penghasilan yang mampu memotivasi Dewan Komisaris dan Direksi atas kontribusi, peran, dan tanggung jawabnya dalam mendorong kinerja serta keberlanjutan Perusahaan.

Board of Commissioners and Board of Directors Remuneration

The policy for determining the remuneration of the Board of Commissioners and Board of Directors in the Company refers to the Minister of BUMN Regulation No. PER-3/MBU/03/2023 concerning the Organs and Human Capital of SOEs and the Ministry of BUMN Letter No. SR-98/Wk.MBU.04/08/2024 dated August 23, 2024, concerning the Determination of Remuneration for the Board of Directors and Commissioners of PTPI in 2025.

Procedure for Proposal and Determination of Remuneration for the Board of Commissioners and Board of Directors

Remuneration for the Board of Commissioners and Board of Directors is not solely based on the achievement of annual Key Performance Indicators (KPIs), but also considers short-term and long-term performance achievements resulting from the systems, policies, and business processes that have been developed sustainably.

For determining remuneration, the Company conducts a comprehensive review taking into account indicators, including the Company's financial performance and the fulfillment of reserve requirements as stipulated in applicable laws and regulations, and also fairness compared to peer groups, and alignment with the Company's long-term goals and strategies. Through this policy, the Company provides appropriate and competitive rewards in the form of remuneration that motivates the Commissioners and Directors in their contributions, roles, and responsibilities in driving the Company's performance and sustainability.

Persetujuan pemberian remunerasi Dewan Komisaris dan Direksi ditetapkan oleh RUPS. Berdasarkan peraturan BUMN, Pemegang Saham menetapkan penyesuaian remunerasi Dewan Komisaris dan Direksi dengan pertimbangan:

1. Faktor Skala Usaha;
2. Faktor Kompleksitas Usaha;
3. Tingkat Inflasi;
4. Kondisi dan Kemampuan Perusahaan.

Apabila perhitungan honorarium dengan memperhatikan faktor-faktor yang menyebabkan honorarium lebih rendah dari pada tahun sebelumnya, maka honorarium yang dipakai adalah sama dengan honorarium tahun sebelumnya. Adapun mekanisme pemberian kompensasi bagi Dewan Komisaris dan Direksi adalah sebagai berikut:

1. Dewan Komisaris melakukan penelaahan atas kompensasi yang diberikan di pasar untuk pekerjaan yang bersangkutan pada perusahaan lainnya dengan bidang usaha dan status yang sama;
2. Dengan memperhitungkan kinerja usaha Perusahaan dan kontribusi masing-masing individu, kemudian dilakukan pembahasan oleh Dewan Komisaris untuk menyiapkan rekomendasi;
3. Usulan remunerasi anggota Dewan Komisaris disampaikan kepada Pemegang Saham untuk pembahasan dan persetujuan dalam RUPS;
4. RUPS memberikan persetujuan dan menetapkan remunerasi Dewan Komisaris. Skema Pemberian Remunerasi Dewan Komisaris Perusahaan sebagai berikut:

Approval of the Commissioners and Directors remuneration is determined by the GMS. Based on SOE regulations, Shareholders determine adjustments to the remuneration of the Commissioners and Directors by considering:

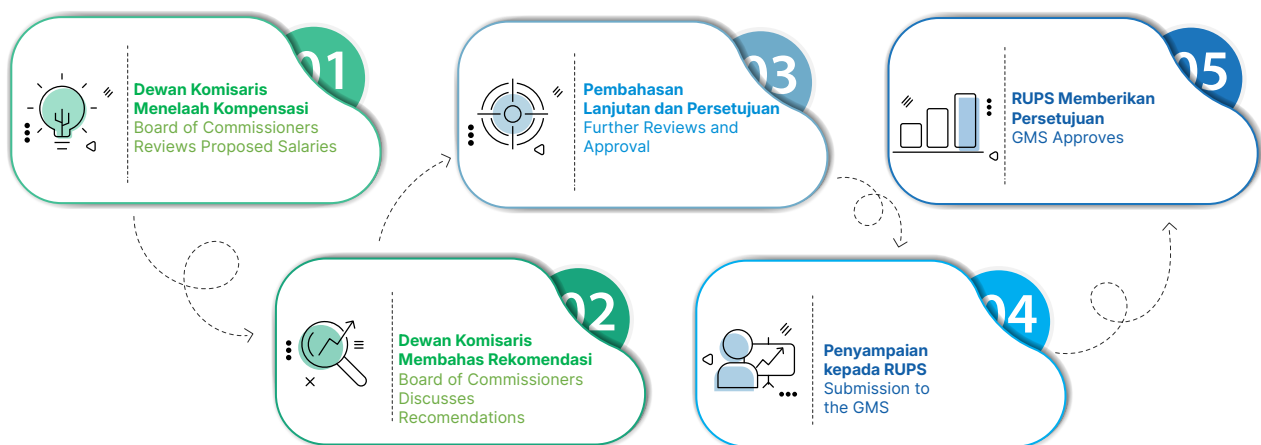
1. Business Scale Factors;
2. Business Complexity Factors;
3. Inflation Rate;
4. Company Conditions and Capabilities.

If the honorarium calculation takes into account factors that cause the honorarium to be lower than the previous year, the honorarium used is the same as the previous year's honorarium. The compensation mechanism for the Commissioners and Directors is as follows:

1. The Board of Commissioners reviews the compensation offered in the market for the relevant work at other companies with similar business fields and status;
2. Taking into account the Company's business performance and the contributions of each individual, the Board of Commissioners then conducts discussions to prepare recommendations;
3. The proposed remuneration for members of the Board of Commissioners is submitted to the Shareholders for discussion and approval at the GMS;
4. The GMS approves and determines the remuneration for the Board of Commissioners. The Company's Board of Commissioners Remuneration Scheme is as follows:

Prosedur Pengusulan Remunerasi Dewan Komisaris dan Direksi Hingga Penetapan Oleh RUPS

Procedure for Proposing Remuneration for the Board of Commissioners and Board of Directors Until Determination by the GMS



Struktur Remunerasi Dewan Komisaris dan Direksi

Struktur penghasilan Dewan Komisaris dan Direksi mengacu kepada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Berdasarkan peraturan tersebut, komponen penghasilan Dewan Komisaris dan Direksi terdiri dari:

Remuneration Structure for the Board of Commissioners and Board of Directors

The remuneration structure for the Board of Commissioners and Board of Directors refers to the Minister of BUMN Regulation No. PER-3/MBU/03/2023 concerning the Organs and Human Capital of SOEs. Based on this regulation, the remuneration components for the Board of Commissioners and Board of Directors consist of:

Komponen dan Struktur Remunerasi

Remuneration Components and Structure

Dewan Komisaris Board of Commissioners	Direksi Board of Directors
Honorarium	Gaji Salary
Penghasilan tetap berupa uang yang diterima setiap bulan karena kedudukannya sebagai anggota Dewan Komisaris ditetapkan dengan komposisi faktor jabatan sebagai berikut: - Honorarium Komisaris Utama sebesar 45% dari gaji Direktur Utama; - Honorarium Wakil Komisaris Utama sebesar 42,5% dari gaji Direktur Utama; - Honorarium anggota Dewan Komisaris sebesar 90% dari gaji Komisaris Utama. Fixed income in the form of money received every month due to his position as a member of the Company's Board of Commissioners, with the following conditions: - The honorarium for the President Commissioner is 45% of the President Director's salary; - The honorarium for the Vice President Commissioner is 42.5% of the President Director's salary; - The honorarium for members of the Board of Commissioners is 90% of the President Commissioner's salary.	Penghasilan tetap berupa uang yang diterima setiap bulan karena kedudukannya sebagai anggota Direksi ditetapkan dengan komposisi faktor jabatan sebagai berikut: - Gaji Direktur Utama ditetapkan oleh RUPS/Menteri BUMN; - Gaji Wakil Direktur Utama sebesar 90% dari gaji Direktur Utama; - Gaji anggota Direksi lainnya sebesar 85% dari gaji Direktur Utama. Fixed income in the form of money received every month due to his position as a member of the company's Board of Directors, with the following conditions: - The President Director's salary is determined using the Ministry of SOE Guidelines; - Calculation of the Vice President Director's salary at 90% of the President Director's salary; - Calculation of salaries for other Directors is 85% of the salary of the President Director.
Tunjangan Allowances	
Penghasilan berupa uang atau yang dapat dinilai dengan uang yang diterima pada waktu tertentu oleh anggota Dewan Komisaris, selain honorarium, yang dapat berupa: - Tunjangan hari raya, diberikan paling banyak 1 (satu) kali honorarium di setiap tahunnya; - Tunjangan transportasi diberikan 20% dari honorarium per bulan; - Asuransi purna jabatan, diberikan dengan ketentuan premi yang ditanggung perusahaan paling banyak 25% dari honorarium dalam 1 (satu) tahun. Income in the form of money or which can be valued in money received at a certain time by members of the Board of Commissioners other than honorarium, which can be in the form of: - Holiday Allowance, given a maximum of 1 (one) honorarium each year; - Transportation allowance is given at 20% of the monthly honorarium; - Post-service insurance, provided with the provision that the premium borne by the Company is a maximum of 25% of the honorarium per year.	Penghasilan berupa uang atau yang dapat dinilai dengan uang yang diterima pada waktu tertentu oleh anggota Direksi, selain gaji, yang dapat berupa: - Tunjangan hari raya, diberikan sebesar 1 (satu) kali gaji di setiap tahunnya; - Tunjangan perumahan diberikan sebesar Rp27.500.000 per bulan; dan - Asuransi purna jabatan, diberikan dengan premi yang ditanggung perusahaan paling banyak 25% dari gaji dalam 1 (satu) tahun. Income in the form of money or which can be valued in terms of money received at a certain time by members of the Board of Directors other than salary, which can be in the form of: - Holiday Allowance, given a maximum of 1 (one) times the salary each year; - Housing allowance is given in the amount of Rp27,500,000 per month; - Post-service insurance, provided with the condition that the premium borne by the company is a maximum of 25% of annual salary.
Fasilitas Facilities	
Penghasilan berupa sarana dan/atau kemanfaatan dan/atau penjaminan yang digunakan/dimanfaatkan oleh anggota Dewan Komisaris dalam rangka pelaksanaan tugas, wewenang, kewajiban, dan tanggung jawab berdasarkan peraturan perundang-undangan, yang dapat berupa: - Fasilitas kesehatan, diberikan dalam bentuk penggantian biaya pengobatan (<i>at cost</i>); - Fasilitas bantuan hukum, diberikan jika diperlukan, dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan maksud dan tujuan serta kegiatan usaha perusahaan. Income in the form of facilities and/or benefits and/ or guarantees used/ utilized by members of the Board of Commissioners in the context of carrying out duties, authority, obligations and responsibilities based on statutory regulations, which can be in the form of: - Health facilities, provided in the form of reimbursement for medical costs (<i>at cost</i>); - Legal assistance facilities, provided if necessary, in the event of actions/deeds for and on behalf of their position related to the Company	Penghasilan berupa sarana dan/atau kemanfaatan dan/atau penjaminan yang digunakan/dimanfaatkan oleh anggota Direksi dalam rangka pelaksanaan tugas, wewenang, kewajiban, dan tanggung jawab berdasarkan peraturan perundang-undangan, yang dapat berupa: - Fasilitas kendaraan, diberikan sebanyak 1 (satu) unit kendaraan dinas, termasuk biaya pemeliharaan dan operasional dengan spesifikasi dan standar sesuai faktor jabatan; - Fasilitas kesehatan, diberikan dalam bentuk penggantian biaya pengobatan (<i>at cost</i>); - Fasilitas bantuan hukum, diberikan jika diperlukan, dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan maksud dan tujuan serta kegiatan usaha perusahaan. Income in the form of facilities and/or benefits and/or guarantees used/ utilized by members of the Board of Directors in the context of carrying out duties, authority, obligations and responsibilities based on statutory regulations, which can be in the form of: - Vehicle facilities, provided with 1 (one) official vehicle along with maintenance and operational costs with specifications and standards according to position factors; - Health facilities, provided in the form of reimbursement for medical costs (<i>at cost</i>); - Legal assistance facilities, provided if necessary, in the event of actions/deeds for and on behalf of their position related to the Company.

Komponen dan Struktur Remunerasi

Remuneration Components and Structure

Dewan Komisaris Board of Commissioners

Direksi Board of Directors

Insentif Kinerja Performance Incentives

Insentif Kinerja merupakan penghasilan yang merupakan penghargaan yang diberikan kepada anggota Dewan Komisaris apabila memperoleh laba dan tidak mengalami akumulasi kerugian. Perusahaan dapat memberikan Insentif Kinerja kepada anggota Dewan Komisaris berdasarkan penetapan RUPS dalam pengesahan laporan tahunan apabila realisasi pencapaian *Key Performance Indicators* melebihi 100%.

Performance incentives is income which is an award given to members of the Board of Commissioners if they make a profit and do not experience accumulated losses. The company can provide bonuses to members of the Board of Commissioners based on the GMS decision in ratifying the annual report if the realization of the achievement of Key Performance Indicators exceeds 100%.

Insentif kinerja adalah penghasilan yang merupakan penghargaan yang diberikan kepada anggota Dewan Komisaris.

Performance incentives refer to compensation granted as a reward to members of the Board of Commissioners.

Perhitungan insentif kinerja bagi Dewan Komisaris adalah sebagai berikut:

1. Insentif kinerja Komisaris Utama sebesar 45% dari insentif kinerja Direktur utama;
2. Insentif kinerja Wakil komisaris utama sebesar 42,5% dari insentif kinerja Direktur Utama;
3. Anggota Dewan Komisaris lainnya sebesar 90% dari insentif kinerja Komisaris Utama.

The calculation of performance incentives for members of the Board of Commissioners is as follows:

1. Calculation of performance incentives for the President Commissioner is 45% of the performance incentives President Director's salary;
2. The performance incentives for the Vice President Commissioner is 42.5% of the performance incentives President Director's salary;
3. The performance incentives for members of the Board of Commissioners is 90% of the performance incentives President Commissioner's salary.

1. Insentif Kinerja merupakan penghasilan yang merupakan penghargaan yang diberikan kepada anggota Direksi BUMN apabila memperoleh laba dan tidak mengalami akumulasi kerugian.
2. Insentif Kinerja dapat diberikan sebagai tambahan berupa penghargaan jangka panjang (*long term incentive/LTI*). Perusahaan dapat memberikan Insentif Kinerja kepada anggota Direksi berdasarkan penetapan RUPS dalam pengesahan laporan tahunan apabila realisasi pencapaian *Key Performance Indicators* melebihi 100%.

1. Performance incentives is income which is an award given to members of the SOE Board of Directors if they make a profit and do not experience accumulated losses.
2. Bonuses can be given in addition to long-term incentives (LTI). The company can provide bonuses to members of the Board of Directors based on the GMS decision in ratifying the annual report if the realization of the achievement of Key Performance Indicators exceeds 100%.

Insentif kinerja, yaitu penghasilan yang merupakan penghargaan yang diberikan kepada anggota Direksi apabila terjadi peningkatan kinerja walaupun masih mengalami kerugian atau akumulasi kerugian.

Performance incentives, namely income which is an award given to members of the Board of Directors if there is an increase in performance even though they are still experiencing losses or accumulated losses.

Perhitungan insentif kinerja bagi anggota Direksi adalah sebagai berikut:

1. Insentif kinerja Direktur Utama ditetapkan oleh RUPS/Menteri BUMN;
2. Insentif kinerja Wakil Direktur Utama sebesar 90% insentif kinerja gaji Direktur Utama;
3. Insentif kinerja anggota Direksi lainnya sebesar 85% insentif kinerja gaji Direktur Utama.

The calculation of performance incentives for members of the Board of Directors is as follows:

1. The President Director's performance incentives is determined using the Ministry of SOE guidelines;
2. Calculation of performance incentives for the Vice President Director is 90% of the performance incentives for the President Director's salary;
3. Calculation of performance incentives for other Directors is 85% of the performance incentives for the President Director's salary.

Pajak atas Honorarium/Gaji, Tunjangan, dan Fasilitas Tax on Honorarium/Salaries, Allowances, and Facilities

Ditanggung dan menjadi beban Perusahaan, sedangkan pajak atas insentif kinerja bagi Dewan Komisaris ditanggung dan menjadi beban masing-masing anggota Dewan Komisaris.

Covered and borne by the Company, while taxes on performance incentives for the Board of Commissioners are covered and borne by each member of the Board of Commissioners.

Ditanggung dan menjadi beban Perusahaan, sedangkan pajak atas insentif kinerja bagi Direksi ditanggung dan menjadi beban masing-masing Direksi.

Covered and borne by the Company, while taxes on performance incentives for Directors are covered and borne by each member of the Board of Directors.

Kebijakan Dasar Terkait Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi

Penetapan penghasilan yang berupa gaji atau honorarium, tunjangan, dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan:

1. Faktor skala usaha;
2. Faktor kompleksitas usaha;
3. Tingkat inflasi;
4. Kondisi dan kemampuan keuangan Perusahaan;

Basic policy regarding indicators for determining the Board of Commissioners and Board of Directors remuneration

Determination of remuneration in the form of salary or honorarium, allowances and permanent facilities is carried out by considering:

1. Business scale factor;
2. Business complexity factor;
3. Inflation rate;
4. Company's financial condition and capabilities;

5. Tingkat penghasilan yang berlaku umum dalam industri yang sejenis; dan
6. Faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan.

Penetapan Penghasilan yang berupa insentif kinerja/ LTI yang bersifat variabel (*merit rating*) dilakukan dengan mempertimbangkan:

1. Faktor kinerja;
2. Kemampuan keuangan Perusahaan;
3. Tingkat penghasilan yang berlaku umum dalam industri yang sejenis; dan
4. Faktor lain yang relevan.

Penetapan Remunerasi Direksi dan Dewan Komisaris tahun 2025

Penetapan penghasilan untuk Dewan Komisaris dan Direksi sesuai dengan Surat Kementerian BUMN No. SR-98/Wk.MBU.04/08/2024 tanggal 23 Agustus 2024 perihal Penetapan Penghasilan Direksi dan Dewan Komisaris PTPI tahun 2025.

Realisasi remunerasi anggota Dewan Komisaris dan Direksi di tahun 2025 mencakup sebagai berikut:

5. Generally accepted income levels in similar industries; and
6. Other relevant factors, and must not conflict with statutory regulations.

Determination of remuneration in the form of variable performance incentives/LTI (*merit rating*) is carried out by considering:

1. Performance factors;
2. Company financial capabilities;
3. General income levels in similar industries; and
4. Other relevant factors.

Determination of Remuneration for the Board of Commissioners and Board of Directors in 2025

Determination of remuneration for the Board of Commissioners and Board of Directors is in accordance with the Ministry of SOE Letter No. SR-98/Wk.MBU.04/08/2024 dated August 23, 2024 concerning Determination of the remuneration of the Board of Directors and Board of Commissioners of PTPI in 2025.

The remuneration paid to members of the Board of Commissioners and the Board of Directors in 2025 is as follows:

Realisasi Remunerasi Direksi dan Dewan Komisaris Tahun 2025
Actual Remuneration of the Board of Directors and Board of Commissioners in 2025

No.	Nama Name	Honorarium Honorarium	Tunjangan Transportasi Transportation Allowance	Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	Asuransi Purna Jabatan Retirement Insurance	Fasilitas Kesehatan Health Facility	Fasilitas Bantuan Hukum Legal Aid Facility	Insentif Kinerja Performance Incentives
1	Darmin Nasution*	✓	✓	✓	✓	✓	✓	✗
2	Mustoha Iskandar*	✓	✓	✓	✓	✓	✓	✗
3	Farhat Brachma*	✓	✓	✓	✓	✓	✓	✗
4	Ari Dwipayana*	✓	✓	✓	✓	✓	✓	✗
5	Anwar Sanusi*	✓	✓	✓	✓	✓	✓	✗
6	Riswinandi*	✓	✓	✓	✓	✓	✓	✗
7	Danar Rahmanto*	✓	✓	✓	✓	✓	✓	✗
8	Muhammad Rizal Kamal**	✓	✓	✓	✓	✓	✓	✗
9	Immanuel Ebenezer Gerungan****	✓	✓	✓	✓	✓	✓	✗
10	Sudaryono***	✓	✓	✓	✓	✓	✓	✗
11	Irfan Ahmad Fauzi	✓	✓	✓	✓	✓	✓	✗
12	Rachlan S Nashidik***	✓	✓	✓	✓	✓	✓	✗
13	Chrisna Deva Priyapratama***	✓	✓	✓	✓	✓	✓	✗

Realisasi Remunerasi Direksi dan Dewan Komisaris Tahun 2025

Actual Remuneration of the Board of Directors and Board of Commissioners in 2025

No.	Nama Name	Honorarium Honorarium	Tunjangan Transportasi Transportation Allowance	Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	Asuransi Purna Jabatan Retirement Insurance	Fasilitas Kesehatan Health Facility	Fasilitas Bantuan Hukum Legal Aid Facility	Insentif Kinerja Performance Incentives
14	Iwan Sumule ***	✓	✓	✓	✓	✓	✓	✗
15	Nurul Ichwan ***	✓	✓	✓	✓	✓	✓	✗
16	Yovie Widiyanto ***	✓	✓	✓	✓	✓	✓	✗
17	Febrio Nathan Kacaribu *****	✓	✓	✓	✓	✓	✓	✗
18	Suwandi	✓	✓	✓	✓	✓	✓	✗

*) Tidak lagi menjabat sejak 16 Juni 2025
 **) Tidak lagi menjabat sejak 24 Juni 2025
 ***) Menjabat sejak 16 Juni 2025
 ****) Tidak lagi menjabat sejak 22 Agustus 2025
 *****) Tidak lagi menjabat sejak 15 Desember 2025

*) No longer serving as of June 16, 2025
 **) No longer serving as of June 24, 2025
 ***) Serving since June 16, 2025
 ****) No longer serving as of August 22, 2025
 *****) No longer serving as of December 15, 2025

Realisasi Remunerasi Direksi Tahun 2025

No.	Nama Name	Gaji Salary	Tunjangan Transportasi Transportation Allowance	Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	Asuransi Purna Jabatan Retirement Insurance	Fasilitas Kesehatan Health Facility	Fasilitas Bantuan Hukum Legal Aid Facility	Insentif Kinerja Performance Incentives
1	Rahmad Pribadi	✓	✓	✓	✓	✓	✓	✗
2	Dwi Satriyo Annurogo **	✓	✓	✓	✓	✓	✓	✗
3	Wono Budi Tjahyono	✓	✓	✓	✓	✓	✓	✗
4	Tina T. Kemala Intan	✓	✓	✓	✓	✓	✓	✗
5	Robby Setiabudi Madjid**	✓	✓	✓	✓	✓	✓	✗
6	Jamsaton Nababan	✓	✓	✓	✓	✓	✓	✗
7	Ninis Kesuma Adriani	✓	✓	✓	✓	✓	✓	✗
8	Tri Wahyudi Saleh	✓	✓	✓	✓	✓	✓	✗
9	Gusrizal*	✓	✓	✓	✓	✓	✓	✗
10	Bob Indarto*	✓	✓	✓	✓	✓	✓	✗
11	Panji Winanteya Ruky*	✓	✓	✓	✓	✓	✓	✗

*) Tidak lagi menjabat sejak 16 Juni 2025
 **) Menjabat sejak 16 Juni 2025

*) No longer serving as of June 16, 2025
 **) Serving since June 16, 2025

Rekapitulasi Remunerasi Direksi dan Dewan Komisaris Tahun 2025

Recapitulation of Remuneration for Board of Directors and Board of Commissioners in 2025

Uraian Description	Jumlah Manajemen Total Management	Total (Rp Juta) Total Amount (Rp Million)
Jumlah Remunerasi Dewan Komisaris Total Remuneration of the Board of Commissioners	18 Orang* 8 Person	20.090,28
Jumlah Remunerasi Direksi Total Remuneration of the Board of Directors	11 Orang* 8 Person	34.633,45
Jumlah Remunerasi Dewan Komisaris dan Direksi Tahun 2025 Total Remuneration of the Board of Commissioners and Board of Directors in 2025		54.723,73

*) Merupakan jumlah Direksi dan Dewan Komisaris yang pernah menjabat selama tahun 2025

*) Represents the total number of members of the Board of Directors and the Board of Commissioners who served during 2025

Rasio Gaji Dewan Komisaris, Direksi, dan Karyawan

Salary Ratio of Board of Commissioners, Board of Directors, and Employees

Uraian Description	2025	2024
Direktur Utama terhadap Wakil Direktur Utama President Director to Vice President Director	1 : 0,90	1:0,90
Direktur Utama terhadap Direktur Lainnya President Director to Other Directors	1 : 0,85	1:0,90
Komisaris Utama terhadap Anggota Dewan Komisaris President Commissioner to Members of the Board of Commissioners	1 : 0,90	1:0,90
Direktur Utama terhadap Komisaris Utama President Director to President Commissioner	1 : 0,45	1:0,45
Direktur Utama terhadap Karyawan Tertinggi President Director to the Highest Employee	1 : 0,32	1:0,27
Direktur Utama terhadap Karyawan Terendah President Director to the Lowest Employee	1 : 0,05	1:0,04
Karyawan Tertinggi terhadap Karyawan Terendah Highest Employee to theLowest Employee	1 : 0,14	1:0,16
Karyawan Terendah terhadap Upah Minimum Regional (UMP) Rata-Rata Lowest Employee to Average Regional Minimum Wage (UMP)	1 : 0,36	1:0,22

Rapat Dewan Komisaris dan Direksi

Rapat Dewan Komisaris

Kebijakan dan Pelaksanaan Frekuensi Rapat Dewan Komisaris dan Rapat Dewan Komisaris Bersama Direksi

Dewan Komisaris mengadakan rapat paling sedikit setiap 1 (satu) bulan sekali atau sesuai kebutuhan Perusahaan. Setiap rapat Dewan Komisaris, kecuali ditentukan lain, harus dihadiri oleh Sekretaris Dewan Komisaris. Keputusan rapat Dewan Komisaris diambil berdasarkan musyawarah untuk mufakat. Dalam hal keputusan musyawarah mufakat tidak tercapai, keputusan diambil berdasarkan pemungutan suara setuju terbanyak. Dewan Komisaris juga dapat mengambil keputusan yang sah dan mengikat tanpa mengadakan rapat.

Selain rapat internal, Dewan Komisaris melakukan rapat gabungan dengan mengundang Direksi sebagai bentuk koordinasi dalam rangka membahas laporan periodik Direksi dan membahas kondisi dan prospek usaha serta kebijakan nasional yang berdampak pada kinerja Perusahaan. Pada kesempatan itu, Dewan Komisaris memberikan tanggapan.

Meetings of the Board of Commissioners and the Board of Directors

Board of Commissioners Meetings

Policy and Implementation of the Board of Commissioners Meetings and Joint Board of Commissioners and Board of Directors Meetings Frequency

The Board of Commissioners holds meetings at least once every 1 (one) month or according to the Company's needs. All Board of Commissioners meeting, unless otherwise specified, must be attended by the Secretary to the Board of Commissioners. Decisions at Board of Commissioners meetings are taken based on deliberation to reach consensus. In the event that a consensus deliberation decision is not reached, the decision is taken based on the majority of affirmative votes. The Board of Commissioners can also make legal and binding decisions without holding a meeting.

Other than internal meetings, the Board of Commissioners holds joint meetings by inviting the Board of Directors as a form of coordination to discuss the Board of Directors' periodic reports and discuss business conditions and prospects as well as national policies that have an impact on the Company's performance. On that occasion, the Board of Commissioners provided a response.