

PENGUNGKAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Penentuan remunerasi Dewan Komisaris dan Direksi didasari pertimbangan meliputi: kewajaran, meningkatnya tuntutan dan tanggung jawab pengurusan perusahaan serta meningkatnya kebutuhan Cost of Living Adjustment (COLA) dan perbandingan industri sejenis. Perseroan memiliki Komite Nominasi dan Remunerasi yang memiliki tugas dalam penentuan besaran remunerasi Dewan Komisaris dan Direksi.

Adapun Mekanisme penetapan remunerasi adalah sebagai berikut:

1. Dewan Komisaris yang menjalankan fungsi nominasi dan remunerasi. Kajian ini dapat dilakukan dengan meminta bantuan dari pihak independen.
2. Dewan Komisaris mempelajari usulan dari Komite dan selanjutnya menyampaikan kepada RUPS
3. RUPS melakukan kajian terhadap usulan dari Dewan Komisaris
4. RUPS akan memberikan persetujuan dan menetapkan remunerasi bagi Dewan Komisaris dan Direksi.

INDIKATOR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Pemberian remunerasi Dewan Komisaris dan Direksi mengacu kepada keputusan dari RUPS dengan memperhatikan hasil kajian yang dilakukan oleh Perusahaan, di antaranya:

1. Kinerja keuangan dan pencapaian Key Performance Indicator (KPI).
2. Prestasi kerja individu.
3. Kewajaran dengan peer perusahaan lainnya.
4. Pertimbangan sasaran dan strategi jangka panjang Perusahaan

REMUNERASI DEWAN KOMISARIS

Remunerasi Dewan Komisaris terdiri dari komponen:

1. Honorarium
2. Tunjangan

Adapun remunerasi anggota Dewan Komisaris adalah sebagai berikut:

DISCLOSURE OF REMUNERATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

The determination of remuneration for the Board of Commissioners and the Board of Directors is based on considerations including: fairness, increasing demands and responsibilities of managing the company as well as the increasing need for Cost of Living Adjustment (COLA) and comparisons of similar industries. The Company has a Nomination and Remuneration Committee which has the task of determining the amount of remuneration for the Board of Commissioners and the Board of Directors.

The mechanism for determining remuneration is as follows:

1. *The Board of Commissioners carries out the nomination and remuneration functions. This study can be done by asking for help from an independent party.*
2. *The Board of Commissioners studies the proposal from the Committee and then submits it to the GMS*
3. *GMS conducts a review of the proposal from the Board of Commissioners*
4. *The GMS will approve and determine the remuneration for the Board of Commissioners and the Board of Directors*

INDICATORS FOR DETERMINING THE REMUNERATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

The remuneration for the Board of Commissioners and the Board of Directors refers to the resolutions of the GMS by taking into account the results of studies conducted by the Company, including:

1. *Financial performance and achievement of Key Performance Indicators (KPI).*
2. *Individual work performance.*
3. *Fairness with other peer companies*
4. *Consideration of the Company's long-term goals and strategies*

REMUNERATION OF THE BOARD OF COMMISSIONERS

The remuneration of the Board of Commissioners consists of the following components:

1. *Honorarium*
2. *Allowance*

The remuneration for members of the Board of Commissioners is as follows:

| Nama | Jabatan | Gaji Pokok | Tunjangan | THP |
|------------------------|----------------------|--------------|--------------------------|--------------|
| Trisni Puspitaningtyas | Komisaris Utama | Rp45.000.000 | Transport Rp9.000.000 | Rp54.000.000 |
| Diana Irina Jusuf | Komisaris Independen | Rp40.500.000 | Transport Rp8.100.000 | Rp48.600.000 |
| Suhardi | Komisaris | Rp40.500.000 | Transport Rp8.100.000 | Rp48.600.000 |
| Riyanto Prabowo | Komisaris | Rp40.500.000 | Transport Rp8.100.000 | Rp48.600.000 |
| Leonard Theosabrata | Komisaris | Rp40.500.000 | Transport Rp8.100.000 | Rp48.600.000 |

REMUNERASI DIREKSI

Remunerasi Direksi terdiri dari komponen:

1. Gaji
2. Tunjangan

Adapun remunerasi anggota Direksi adalah sebagai berikut:

BOARD OF DIRECTORS REMUNERATION

The remuneration of the Board of Directors consists of the following components:

1. Salary
2. Allowance

The remuneration for members of the Board of Directors is as follows:

| Nama | Jabatan | Gaji Pokok | Tunjangan | THP |
|---------------------------|----------------------------------|---------------|--------------|---------------|
| Fetty Kwartati | Direktur Utama | Rp100.000.000 | Rp27.500.000 | Rp127.500.000 |
| Albert Aulia Ilyas | Direktur Keuangan & Administrasi | Rp90.000.000 | Rp27.500.000 | Rp117.500.000 |
| Lies Permana Lestari | Direktur Pengembangan Bisnis | Rp85.000.000 | Rp27.500.000 | Rp112.500.000 |
| Rakesh Kumar Ashok Adwani | Direktur Trading & Property | Rp85.000.000 | Rp27.500.000 | Rp112.500.000 |

RAPAT DEWAN KOMISARIS DAN DIREKSI

KETENTUAN UMUM RAPAT

Rapat Dewan Komisaris, Direksi, maupun rapat gabungan, diselenggarakan dengan tujuan meningkatkan kualitas dan efektivitas hubungan yang akan memberikan kontribusi timbal balik yang optimal terhadap upaya pengembangan Perseroan ke depan. Rapat yang merupakan forum diskusi yang bersifat formal, bertujuan untuk berkomunikasi, melakukan perencanaan, menetapkan kebijakan, mengambil keputusan, dan memberikan motivasi, dan setiap peserta rapat dapat sama-sama berkontribusi dalam pencapaian tujuan tertentu.

MEETINGS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

GENERAL PROVISIONS OF THE MEETING

Meetings of the Board of Commissioners, the Board of Directors, as well as joint meetings, are held with the aim of improving the quality and effectiveness of relationships that will provide an optimal reciprocal contribution to the Company's future development efforts. The meeting, which is a formal discussion forum, aims to communicate, plan, set policies, make decisions, and provide motivation, and each meeting participant can equally contribute to the achievement of certain goals.