

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Remuneration Policy of the Board of Commissioners and Directors

Dalam menentukan 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.

Dalam menentukan besaran remunerasi Dewan Komisaris dan Direksi berdasarkan hasil rapat RUPS dan disetujui oleh Pemegang saham.

Mekanisme penetapan remunerasi sebagai berikut:

1. Dewan Komisaris mempelajari usulan dari Direksi dan selanjutnya menyampaikan RUPS
2. RUPS melakukan kajian terhadap usulan dari Dewan Komisaris
3. 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. Kajian dalam penetapan remunerasi mempertimbangkan aspek seperti:

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.

In determining the remuneration of the Board of Commissioners and the Board of Directors takes into account: fairness, increased demands and responsibility in managing the company as well as the increase in *Cost of Living Adjustment (COLA)* and similar industry comparisons.

In determining the amount of remuneration for the Board of Commissioners and Directors, the Company has a Nomination and Remuneration Committee which is a supporting organ of the Board of Commissioners.

The remuneration determination mechanism is as follows:

1. The Board of Commissioners carries out the functions of nomination and remuneration. The review can be performed by requesting for assistance from an independent party.
2. The Board of Commissioners reviews proposals from the Committee and then submits them to the GMS.
3. The GMS reviews the proposals from the Board of Commissioners.

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

The remuneration of the Board of Commissioners and the Board of Directors refers to the decision of the GMS by taking into account the results of review conducted by the Company. The review in determining remuneration considers aspects such as:

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.

STRUKTUR DAN JUMLAH REMUNERASI DEWAN KOMISARIS

Remunerasi Dewan Komisaris terdiri dari komponen:

1. Honorarium
2. Tunjangan

Rincian remunerasi Dewan Komisaris sebagai berikut:

Nama Dewan Komisaris Name of the Board of Commissioners	Jabatan Position	Gaji Pokok Basic Salary	Tunjangan Allowance	Take Home Pay (per bulan) (per month)
Mualimin Abdi	Komisaris Utama President Commissioner	33.750.000,-	6.750.000,-	40.500.000,-
Luizah	Komisaris Commissioner	30.375.000,-	6.075.000,-	36.450.000,-
Farid Zainuddin	Komisaris Commissioner	30.375.000,-	6.075.000,-	36.450.000,-
Suhardi	Komisaris Commissioner	30.375.000,-	6.075.000,-	36.450.000,-

STRUCTURE AND AMOUNT OF REMUNERATION OF THE BOARD OF COMMISSIONERS

The Board of Commissioners' remuneration consists of:

1. Honorarium
2. Allowance

Details of the Board of Commissioners' remuneration are as follows:

STRUKTUR DAN JUMLAH REMUNERASI DIREKSI

Remunerasi Direksi terdiri dari komponen:

1. Gaji
2. Tunjangan

Rincian remunerasi Dewan Direksi sebagai berikut:

Nama Direksi Name of the Board of Directors	Jabatan Position	Gaji Pokok Basic Salary	Tunjangan Allowance	Take Home Pay (per bulan) (per month)
GNP Sugiarta Yasa	Direktur Utama President Director	75.000.000,-	27.500.000,-	102.500.000,-
Bayu Rafisukmawan	Direktur Keuangan dan Administrasi Director of Finance and Administration	63.750.000,-	25.500.000,-	89.250.000,-
Lies Permana Lestari	Direktur Ritel Director of Retail	63.750.000,-	25.500.000,-	89.250.000,-
Indyruwani Asikin Natanegara	Direktur Perdagangan dan Properti Director of Trades and Property	63.750.000,-	25.500.000,-	89.250.000,-

STRUCTURE AND AMOUNT OF REMUNERATION OF THE BOARD OF DIRECTORS

The Board of Directors' remuneration consists of:

1. Honorarium
2. Allowance

Details of the Board of Directors' remuneration are as follows:

INDIKATOR PENGUKURAN KINERJA

Untuk memastikan struktur di perseroan berjalan dengan baik, Perusahaan memiliki sistem penilaian kinerja bagi Dewan Komisaris dan Direksi yang dilaksanakan pada saat pelaksanaan Rapat Umum Pemegang Saham (RUPS). Indikator Pengukuran Kinerja untuk mengukur kinerja Direksi tahun 2018 berdasarkan Laporan Auditor Independen Hendrawinata Hanny Erwin & Sumargo atas Penerapan Prosedur Yang Disepakati Tahun 2018 tercapai 91,48.

PERFORMANCE MEASUREMENT INDICATORS

To ensure the structure of the company runs well, the Company has a performance appraisal system for the Board of Commissioners and Directors that is carried out during the General Meeting of Shareholders (GMS). Performance Measurement Indicators to measure the performance of Directors in 2018 based on Hendrawinata Hanny Erwin & Sumargo's Independent Auditor's Report on the Implementation of Agreed Procedures for 2018 reached 91.48.