

## KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

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

Perseroan telah menetapkan kebijakan sistem remunerasi yang telah disesuaikan dengan ketentuan yang berlaku, yakni Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara sebagaimana terakhir diubah dengan Peraturan Menteri BUMN No. PER-12/MBU/11/2020 tentang Perubahan Kelima atas Peraturan Menteri BUMN tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN.

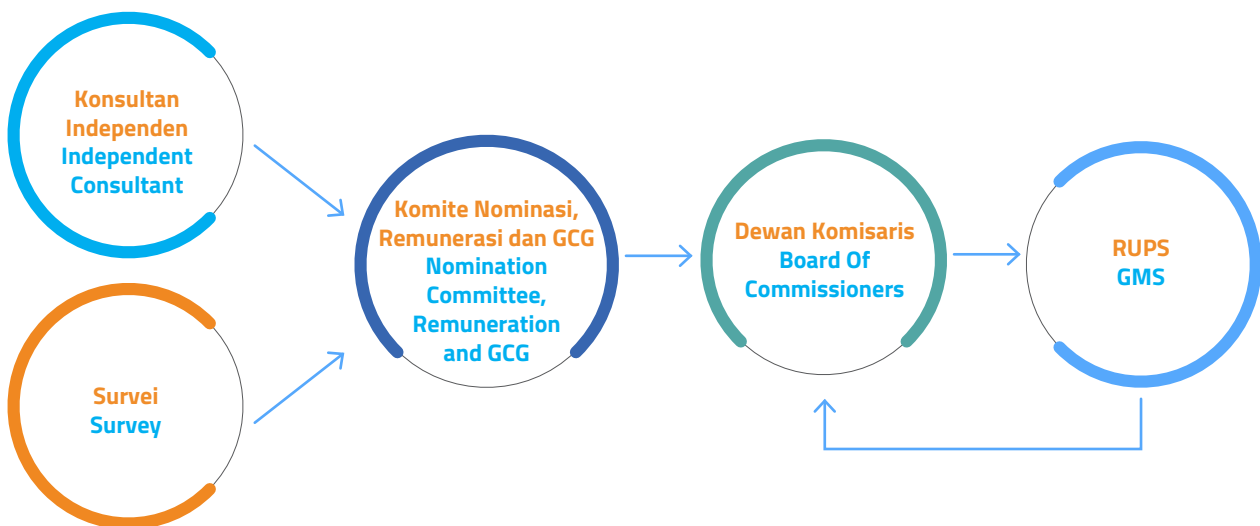
The Company has established a remuneration policy that has been adjusted to the applicable regulation, i.e. the Minister of SOEs Regulation No. PER-04/MBU/2014 on Guidelines for Determining the Remuneration of Board of Directors, Board of Commissioners and Supervisory Board in State-Owned Enterprises, as last amended by Minister of SOEs Regulation No. PER-12/MBU/11/2020 on the Fifth Amendment to the Minister of SOEs Regulation concerning Guidelines for Determining the Remuneration of Board of Directors, Board of Commissioners, and Supervisory Board of SOEs.

### PROSEDUR PENETAPAN REMUNERASI DEWAN KOMISARIS

Penetapan besaran remunerasi Dewan Komisaris telah ditetapkan oleh Pemegang Saham melalui RUPS dengan prosedur penetapan sebagai berikut:

### PROCEDURE FOR DETERMINING BOARD OF COMMISSIONERS REMUNERATION

The Shareholders shall determine the amount of Board of Commissioners' remuneration through the GMS with the following determination procedures:



1. Komite Nominasi, Remunerasi dan GCG meminta konsultan independen melakukan kajian remunerasi bagi Direksi dan Dewan Komisaris;
2. Komite Nominasi, Remunerasi dan GCG melakukan survei pasar pada perusahaan sejenis dan sekelas Perseroan;
3. Komite Nominasi, Remunerasi dan GCG memberikan rekomendasi kepada Dewan Komisaris;
4. Dewan Komisaris melakukan pembahasan atas usulan Komite Nominasi, Remunerasi dan GCG untuk kemudian diusulkan dalam RUPS;
5. Pemegang Saham melakukan pembahasan pada RUPS;
6. RUPS memberikan wewenang dan kuasa kepada Dewan Komisaris untuk menetapkan besaran remunerasi.

1. Nomination, Remuneration and GCG Committee requests an independent consultant to conduct a remuneration review for Board of Directors and Board of Commissioners;
2. Nomination, Remuneration and GCG Committee conducts a market survey of similar companies and peer groups of the Company;
3. Nomination, Remuneration and GCG Committee provides recommendations to Board of Commissioners;
4. Board of Commissioners discusses the Nomination, Remuneration and GCG Committee's recommendations to be then proposed at the GMS;
5. The shareholders conduct discussions at the GMS;
6. The GMS grants authority and power to the Board of Commissioners to determine the amount of remuneration.