



PERURI

Perusahaan Umum
Perencanaan Uang Republik Indonesia



The Remarkable Journey Toward Sustainable Growth

Perjalanan Luar Biasa
Menuju Pertumbuhan
Berkelanjutan

Laporan Tahunan 2022
2022 Annual Report

Remunerasi Dewan Pengawas dan Direksi

Remuneration of the Supervisory Board and Board of Directors

Besaran Remunerasi Gaji/Honorarium Direksi dan Dewan Pengawas ditetapkan berdasarkan Gaji Direktur Utama dan faktor jabatan. Penetapan remunerasi ditetapkan dalam Peraturan Menteri No.PER-13/MBU/09/2021 tanggal 24 September 2021 tentang Perubahan Keenam atas Peraturan Menteri BUMN No.PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.

Prosedur Pengusulan Hingga Penetapan Remunerasi Dewan Pengawas dan Direksi

Penetapan Remunerasi Ketua Dewan Pengawas berdasarkan Peraturan Menteri No. PER-13/MBU/09/2021 dengan faktor jabatan 45% Direktur Utama, dan Anggota Dewan Pengawas sebesar 90% dari Honor Ketua Dewan Pengawas.

1. Dewan pengawas melakukan review atas kebijakan dan mekanisme penyusunan usulan remunerasi direksi perusahaan setiap tahunnya serta menguji kesesuaiannya dalam pelaksanaannya;
2. Dewan pengawas melakukan pengkajian atas usulan remunerasi direksi dalam penyusunan RKAP tahunan dengan pertimbangan, antara lain:
 - a. Ketentuan dalam peraturan Menteri BUMN mengenai Pedoman Penetapan Penghasilan Direksi, Komisaris dan Dewan Pengawas BUMN;
 - b. Prognosa pencapaian kinerja dan *Key Performance Indicator (KPI)* tahun sebelumnya;
 - c. Kemampuan keuangan perusahaan dan kewajarannya.

The determination of the remuneration for the salary/honorarium of Directors and the Supervisory Board is based on the salary of the President Director, and the factors for determining the remuneration are stipulated in Ministerial Regulation No. PER-13/MBU/09/2021, dated September 24, 2021, is the Sixth Amendment to Ministerial Regulation BUMN No.PER-04/MBU/2014 concerning Guidelines for the Determination of Income for Directors, Supervisory Board, and Supervisory Board of SOEs.

Procedure for Proposal to Determination of Remuneration for the Supervisory Board and Board of Directors

The determination of the Chairman of the Supervisory Board remuneration is based on Ministerial Regulation No.PER-13/MBU/09/2021 with a position factor of 45% of the President Director, and the Members of the Supervisory Board receive 90% of the Chairman of the Supervisory Board Honorarium.

1. The Supervisory Board reviews the policy and mechanism for preparing proposals for the remuneration of the Company's directors annually and tests their compliance with the implementation;
2. The Supervisory Board reviews the proposal for the directors' remuneration in the preparation of the annual RKAP considering, among others:
 - a. Provisions in the Ministerial Regulation concerning Guidelines for the Determination of Income for Directors, Commissioners, and Supervisory Board of SOEs;
 - b. Forecast of previous year's performance and Key Performance Indicators (KPI);
 - c. Financial capacity of the Company and appropriateness.

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| <p>3. Dewan pengawas selaku Komite Remunerasi menyampaikan surat Usulan Remunerasi kepada Kementerian BUMN yang berisikan Usulan Remunerasi Gaji/Honorarium dan Tantiem tahun buku sebelumnya;</p> <p>4. Setiap tahun Direksi dan Dewan Pengawas menerima jawaban dari Kementerian BUMN berupa Surat Penyampaian Penetapan Penghasilan Direksi dan Dewan Pengawas.</p> | <p>3. The Supervisory Board, acting as the Remuneration Committee, submits a Letter of Proposal for Remuneration to the Ministry of SOEs, containing the proposed remuneration for Salary/Honorarium and Tantiem for the previous fiscal year;</p> <p>4. The Board of Directors and the Supervisory Board receive a response from the Ministry of SOEs each year in the form of a Letter of Determination of Income for the Board of Directors and the Supervisory Board.</p> |
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Struktur Remunerasi Dewan Pengawas dan Direksi

Komponen remunerasi Dewan Pengawas dan Direksi sebagai berikut:

1. Remunerasi Dewan Pengawas
 - a. Honorarium;
 - b. Tunjangan;
 - c. Tunjangan Hari Raya (THR);
 - d. Tantiem/Insentif Kinerja;
 - e. Pajak atas honorarium, tunjangan dan fasilitas bagi Dewan Pengawas ditanggung dan menjadi beban Perusahaan, sedangkan pajak atas tantiem/insentif kinerja bagi Dewan Pengawas ditanggung dan menjadi beban masing-masing anggota Dewan Pengawas.
2. Remunerasi Direksi
 - a. Gaji;
 - b. Tunjangan;
 - c. Tunjangan Hari Raya (THR);
 - d. Tantiem/Insentif Kinerja;
 - e. Pajak atas gaji, tunjangan dan fasilitas bagi Direksi ditanggung dan menjadi beban Perusahaan, sedangkan pajak atas tantiem/insentif kinerja bagi Direksi ditanggung dan menjadi beban masing-masing Direksi.

Remuneration Structure for the Supervisory Board and Board of Directors

Components of the remuneration for the Supervisory Board and Board of Directors are as follows:

1. Remuneration of the Supervisory Board
 - a. Honorarium;
 - b. Allowances;
 - c. Holiday Allowance;
 - d. Tantiem/Performance Incentive;
 - e. Taxes on honorarium, allowances, and facilities for the Supervisory Board are borne and are an expense of the Company, while taxes on tantiem/performance incentives for the Supervisory Board are borne and charged to each respective of the Supervisory Board.
2. Remuneration of the Board of Directors
 - a. Salary;
 - b. Allowances;
 - c. Holiday Allowance;
 - d. Tantiem/Performance Incentive;
 - e. Tax on salary, allowances, and benefits for the Board of Directors are borne by and are an expense of the Company, while taxes on performance bonuses/incentives for Board of Directors is borne by and charged to each respective Director.

Struktur Remunerasi dan Komponennya Bagi Dewan Pengawas dan Direksi Sebagai Berikut:

The Structure and Components of the remuneration for the Supervisory Board and Board of Directors are as follow

Besaran Amount	Faktor Jabatan TMT 2022 Position Factor Since 2022	Gaji/ Honorarium Salary/Honorarium	Tunjangan Transportasi Transport Allowance	Tunjangan Perumahan Housing Allowance	Tunjangan Asuransi Purnabakti Pension Insurance Allowance	THR THR	Tantiem Tantiem
		Faktor Jabatan x Gaji Direktur Utama Position Factor x President Director's Salary	20% x Honorarium 20% x Honorarium	27.500.000,-	25% x Gaji/ Honorarium 25% x Salary/ Honorarium	1x Gaji 1x Salary	Sesuai Penetapan As Determined
Ketua Dewan Pengawas Chairman of the Supervisory Board	45%	√	√		√	√	√
Anggota Dewan Pengawas Member of the Supervisory Board	40,50%	√	√		√	√	√
Direktur Utama President Director	100%	√		√	√	√	√
Direktur Lainnya Directors	85%	√		√	√	√	√

Pengungkapan Indikator untuk Penetapan Remunerasi Direktur Utama dan Perhitungan Remunerasi bagi Dewan Pengawas dan Anggota Direksi Lainnya

Disclosure of Indicators for the Determination of Remuneration for the President Director and Calculation of Remuneration for the Supervisory Board and Other Members of the Board of Directors

Dewan Pengawas dan Anggota Direksi Lainnya Sesuai Peraturan Menteri BUMN No.PER-13/MBU/09/2021, gaji Direksi Utama menjadi variabel utama dalam perhitungan besaran gaji/honorarium bagi Dewan Pengawas dan Anggota Direksi Lainnya. Besaran remunerasi bagi Dewan Pengawas dan Direksi dengan mempertimbangkan tingkat kesehatan Perusahaan dan ketentuan yang berlaku.

The Supervisory Board and Other Members of the Board of Directors According to Ministerial Regulation No.PER-13/MBU/09/2021, the salary of the President Director is the primary variable in calculating the amount of salary/honorarium for the Supervisory Board and other members of the Board of Directors. The remuneration for the Supervisory Board and Board of Directors is determined based on the Company's health level and applicable regulations.

Transparansi Remunerasi Dewan Pengawas dan Direksi 2022

Secara rinci, jumlah nominal remunerasi bagi Dewan Pengawas dan Direksi pada tahun 2022 adalah sebagai berikut:

Transparency of Remuneration for the Supervisory Board and Board of Directors in 2022

In detail, the nominal remuneration for the Supervisory Board and Directors in 2022 is as follows:

Uraian Description	Total (Rp)
Jumlah Remunerasi Dewan Pengawas Total Supervisory Board Remuneration	10,520,723,075
Jumlah Remunerasi Direksi Total Board of Directors Remuneration	26,476,442,681

Pengungkapan Hubungan Afiliasi antara Direksi, Dewan Pengawas dan Pemegang Saham Utama dan/atau Pengendali

Disclosure of Affiliated Relationship Between The Board of Directors, The Supervisory Board and Major Shareholder and/or Controllers

Informasi Tentang Pemegang Saham Utama/Pengendali Hingga Nama Pemilik Akhir

Pemegang Saham Utama/Pengendali Perusahaan adalah Pemerintah Republik Indonesia yang memiliki seluruh saham Perusahaan atau sebesar 100%.

Hal ini sesuai dengan Peraturan Pemerintah Nomor 41 Tahun 2003 tentang Pelimpahan Kedudukan, Tugas dan Kewenangan Menteri Keuangan pada Perusahaan Persero (Persero), Perusahaan Umum (PERUM) dan Perusahaan Jawatan (PERJAN) kepada Menteri Badan Usaha Milik Negara dan Undang-undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara beserta Lembaran Negara Republik Indonesia dan Kuasa Pemegang Saham Perusahaan adalah Kementerian Badan Usaha Milik Negara.

Information About Major Shareholders/ Controllers Until Ultimate Owner

The major shareholder/controller of the Company is the Government of the Republic of Indonesia, which owns all shares of the Company or 100%.

This is in accordance with Government Regulation No. 41 of 2003 concerning the Delegation of Positions, Duties, and Authorities of the Minister of Finance to State-Owned Enterprises (Persero), Public Corporation (PERUM), and State Agencies (PERJAN) to the Minister of State-Owned Enterprises and Law No. 19 of 2003 concerning State-Owned Enterprises, along with the State Gazette of the Republic of Indonesia. The authority of the Shareholder of the Company is vested in the Ministry of State-Owned Enterprises.