



PERURI

Perusahaan Umum
Pencetakan Uang Republik Indonesia

Safeguarding Sovereignty in the Digital Era

Menjaga Kedaulatan di Era Digital

2023 Laporan Tahunan
Annual Report



Remunerasi Dewan Pengawas dan Direksi Remuneration of the Supervisory Board and 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-3/MBU/03/2023 tanggal 20 Maret 2023 tentang Organ Dan Sumber Daya Manusia Badan Usaha Milik Negara.

Prosedur Pengusulan hingga Penetapan Remunerasi Dewan Pengawas dan Direksi

Penetapan Remunerasi Ketua Dewan Pengawas berdasarkan Peraturan Menteri No.PER-3/MBU/03/2023 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 KPI tahun sebelumnya;
 - c. Kemampuan keuangan perusahaan dan kewajarannya.
3. Dewan pengawas selaku Komite Remunerasi menyampaikan surat Usulan Remunerasi kepada Kementerian BUMN yang berisikan Usulan Remunerasi Gaji/Honorarium dan Tantiem tahun buku sebelumnya;
4. Setiap tahun Direksi dan Dewan Pengawas menerima jawaban dari Kementerian BUMN berupa Surat Penyampaian Penetapan Penghasilan Direksi dan Dewan Pengawas.

Struktur Remunerasi Dewan Pengawas dan Direksi

Komponen remunerasi Dewan Pengawas dan Direksi sebagai berikut:

1. Remunerasi Dewan Pengawas
 - a. Honorarium;
 - b. Tunjangan;
 - c. Fasilitas;
 - d. Tantiem/Insentif Kinerja;
 - e. LTI / Insentif Jangka Panjang

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-3/MBU/03/2023 dated 20 March 2023 concerning Organs and Human Resources of State-Owned Enterprises.

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-3/MBU/03/2023 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 (Company Business Plan) 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 KPI (Key Performance Indicators);
 - c. Financial capacity of the Company and appropriateness.
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;
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 Directors and the Supervisory Board.

Remuneration Structure for the Supervisory Board and 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. Facility;
 - d. Tantiem/Performance Incentive;
 - e. LTI / Long Term Incentives

- f. 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

- Gaji;
- Tunjangan;
- Fasilitas;
- Tantiem/Insentif Kinerja;
- LTI / Insentif Jangka Panjang
- 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.

- f. 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

- Salary;
- Allowances;
- Facility;
- Tantiem/Performance Incentive;
- LTI/ Long Term Incentive;
- Tax on salary, allowances, and benefits for the Directors are borne by and are an expense of the Company, while taxes on performance bonuses/incentives for Directors is borne by and charged to each respective Director.

Besaran Amount	Faktor Jabatan tmt 2022 Position Factor since 2023	Gaji/ Honorarium Salary/ Honorarium	Tunjangan Transportasi Transport Allowance	Tunjangan Perumahan Housing Allowance	Tunjangan Asuransi Purnabakti Pension Insurance Allowance	THR	Tantiem
		Faktor Jabatan x Gaji Direktur Utama Position Factor x President Director's Salary	20% x Honorarium	27.500.000.-	25% x Gaji/ Honorarium 25% x Salary/ Honorarium	1x Gaji/ Honorarium 1x Salary/ Honorarium	Sesuai Penetapan As Determined
Ketua Dewan Pengawas Chairman of the Supervisory Board	45%	v	v	-	v	v	v
Anggota Dewan Pengawas Member of the Supervisory Board	40,50%	v	v	-	v	v	v
Direktur Utama President Director	100%	v	-	v	v	v	v
Direktur Lainnya Directors	85%	v	-	v	v	v	v



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

Pengawas dan Anggota Direksi Lainnya Sesuai Peraturan Menteri BUMN PER-3/MBU/03/2023, 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.

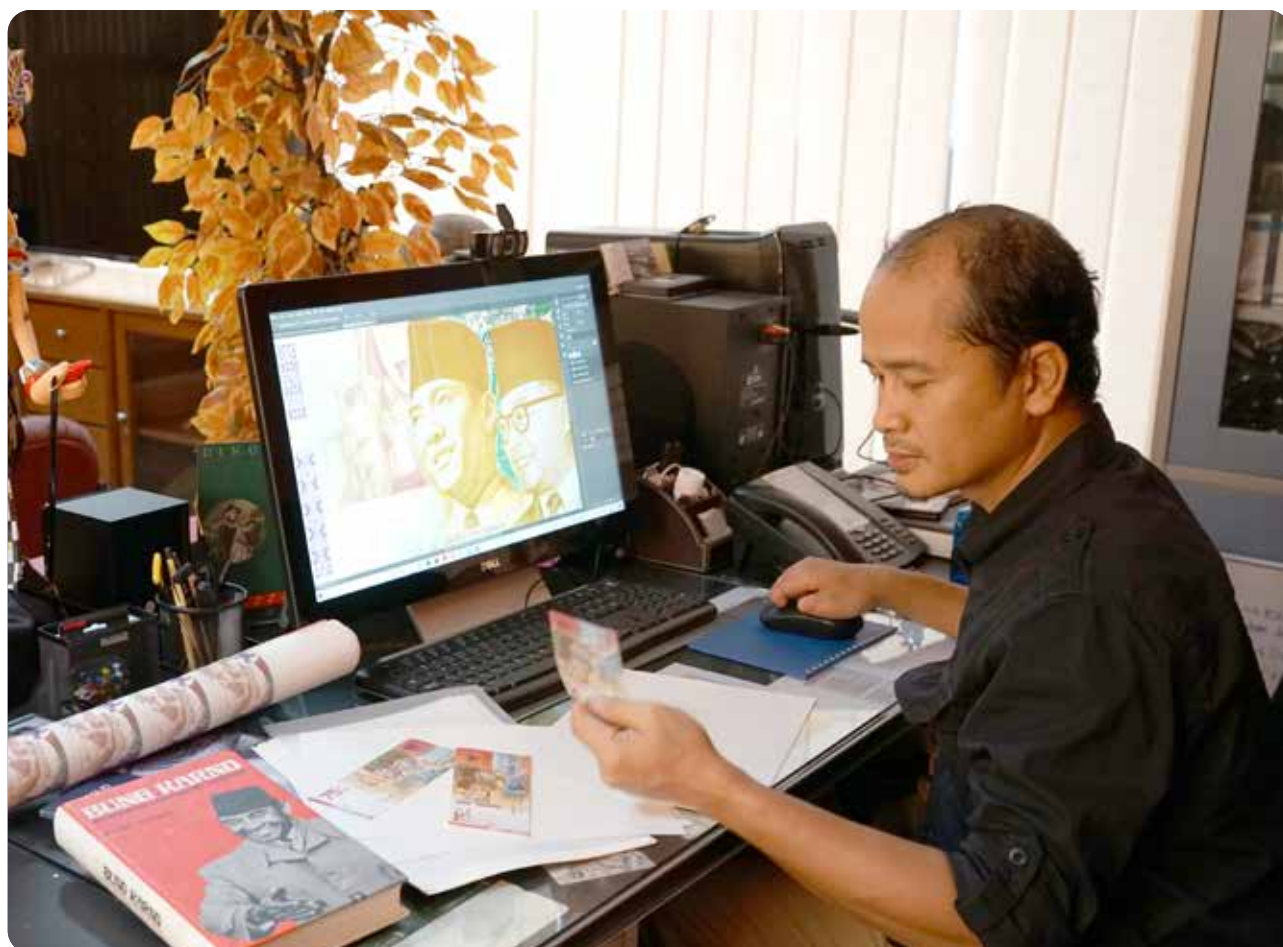
Transparansi Remunerasi Dewan Pengawas dan Direksi 2023

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

Supervisory Board and Other Members of the Board of Directors According to Ministerial Regulation PER-3/MBU/03/2023, 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 Directors is determined based on the Company's health level and applicable regulations.

Transparency of Remuneration for the Supervisory Board and Directors in 2023

Uraian Description	Total (Rp)
Jumlah Remunerasi Dewan Pengawas Total Supervisory Board Remuneration	19.660.538.789
Jumlah Remunerasi Direksi Total Board of Directors Remuneration	34.098.465.390





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