

# URAIAN MENGENAI KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

## DESCRIPTION OF THE REMUNERATION POLICY OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

Merujuk pada Pasal 96 ayat (1) UU Perseroan Terbatas No. 40 tahun 2007 yang mengatur besarnya gaji dan tunjangan Direksi ditetapkan berdasarkan keputusan RUPS. Kewenangan tersebut berdasarkan Pasal 96 ayat (2) dapat dilimpahkan kepada Dewan Komisaris.

*Referring to Article 96 paragraph (1) of the Limited Liability Company Law No. 40 Year 2007 which regulates the amount of the Board of Directors' salaries and allowances, which is determined based on the resolution of the GMS. This authority based on Article 96 paragraph (2) can be delegated to the Board of Commissioners.*

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.

*In determining the remuneration of the Board of Commissioners and the Board of Directors, it is based on considerations including: fairness, increasing demands and responsibilities for managing the company as well as the increasing need for Cost of Living Adjustment (COLA) and comparisons of similar industries.*

Dalam penentuan besaran remunerasi Dewan Komisaris dan Direksi, Perseroan memiliki Komite Nominasi dan Remunerasi yang merupakan organ pendukung Dewan Komisaris.

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

### PROSEDUR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

### PROCEDURE FOR DETERMINING THE REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

Mekanisme penetapan remunerasi 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

*The mechanism for determining remuneration is as follows:*

1. *The Board of Commissioners which carries out the nomination and remuneration functions. This study can be carried out by requesting assistance from an independent party.*
2. *The Board of Commissioners studies the recommendations from the Committee and then submits them to the GMS*
3. *The GMS reviews the suggestions from the Board of Commissioners*
4. *The GMS will approve and determine the remuneration for the Board of Commissioners and Directors*

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:

*Determination of remuneration for the Board of Commissioners and Board of Directors is based on the resolution of the GMS, taking into account the results of the review conducted by the Company, which considers the following aspects:*

1. Kinerja keuangan dan pencapaian *Key Performance Indicator* (KPI).
2. Prestasi kerja individu.

1. *Financial Performance and achievement of Key Performance Indicators (KPI).*
2. *Individual work Performance.*

3. Kewajaran dengan peer perusahaan lainnya.
4. Pertimbangan sasaran dan strategi jangka panjang Perusahaan.

3. Fairness with other equivalent companies.
4. Consideration of the Company's long-term goals and strategies.

## STRUKTUR REMUNERASI DEWAN KOMISARIS

## REMUNERATION STRUCTURE FOR THE BOARD OF COMMISSIONERS

Remunerasi Dewan Komisaris terdiri dari komponen:

*Remuneration for the Board of Commissioners consists of the following components:*

1. Honorarium
2. Tunjangan

1. Honorarium
2. Allowances

Rincian remunerasi Dewan Komisaris sebagai berikut:

*The details of the remuneration for the Board of Commissioners are as follows:*

Nama Dewan Komisaris <i>Board of Commissioners Name</i>	Jabatan <i>Position</i>	Take Home Pay (per bulan) <i>Take Home Pay (per month)</i>
Agus Santoso	Komisaris Utama <i>President Commissioner</i>	Rp112.500.000
Mochtar Husein	Wakil Komisaris Utama <i>Deputy President Commissioner</i>	Rp106.250.000
Tubagus Fiki Chikara Satari	Komisaris <i>Commissioner</i>	Rp101.250.000
Andus Winarno	Komisaris <i>Commissioner</i>	Rp101.250.000
Abdul Muis	Komisaris <i>Commissioner</i>	Rp101.250.000
Dodi Iskandar	Komisaris <i>Commissioner</i>	Rp101.250.000

## STRUKTUR REMUNERASI DIREKSI

## REMUNERATION STRUCTURE FOR THE BOARD OF DIRECTORS

Remunerasi Direksi terdiri dari komponen:

*Remuneration for the Board of Directors consists of the following components:*

1. Gaji
2. Tunjangan

1. Salary
2. Allowances

Komponen remunerasi Direksi sebagai berikut:

*The components of the remuneration of the Board of Directors are as follows:*

No	Nama Direksi <i>Board of Directors</i>	Jabatan <i>Position</i>	Gaji <i>Salary</i>	Tunjangan <i>Allowance</i>
1.	Muhammad Awaluddin	Direktur Utama <i>President Director</i>	Rp250.000.000 <i>IDR 250,000,000</i>	<ol style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. Religious holiday allowance for 1 (one) time salary</li> <li>b. Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</li> <li>c. Housing allowance of IDR 2,500,000 per month</li> <li>d. Telephone facility IDR 5,000,000 per month</li> <li>e. Fuel allowance of IDR 9,000,000</li> </ol>

No	Nama Direksi Board of Directors	Jabatan Position	Gaji Salary	Tunjangan Allowance
2.	Edwin Hidayat	Wakil Direktur Utama <i>Vice President Director</i>	Rp237.500.000 <i>IDR 237,500,000</i>	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. <i>Religious holiday allowance for 1 (one) time salary</i></li> <li>b. <i>Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</i></li> <li>c. <i>Housing allowance of IDR 22,500,000 per month</i></li> <li>d. <i>Telephone facility IDR 5,000,000 per month</i></li> <li>e. <i>Fuel allowance of IDR 9,000,000</i></li> </ul>
3.	Ajar Setiadi	<i>Direktur Human Capital Director of Human Capital</i>	Rp212.500.000 <i>IDR 212,500,000</i>	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. <i>Religious holiday allowance for 1 (one) time salary</i></li> <li>b. <i>Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</i></li> <li>c. <i>Housing allowance of IDR 22,500,000 per month</i></li> <li>d. <i>Telephone facility IDR 5,000,000 per month</i></li> <li>e. <i>Fuel allowance of IDR 9,000,000</i></li> </ul>
4.	Armand Hermawan	Direktur Transformasi dan Portofolio Strategis <i>Director of Transformation and Strategic Portfolios</i>	Rp225.000.000 <i>IDR 225,000,000</i>	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. <i>Religious holiday allowance for 1 (one) time salary</i></li> <li>b. <i>Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</i></li> <li>c. <i>Housing allowance of IDR 22,500,000 per month</i></li> <li>d. <i>Telephone facility IDR 5,000,000 per month</i></li> <li>e. <i>Fuel allowance of IDR 9,000,000</i></li> </ul>
5.	Muhamad Wasid	Direktur Operasi dan Pelayanan <i>Director of Operations and Services</i>	Rp212.500.000 <i>IDR 212,500,000</i>	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. <i>Religious holiday allowance for 1 (one) time salary</i></li> <li>b. <i>Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</i></li> <li>c. <i>Housing allowance of IDR 22,500,000 per month</i></li> <li>d. <i>Telephone facility IDR 5,000,000 per month</i></li> <li>e. <i>Fuel allowance of IDR 9,000,000</i></li> </ul>
6.	Agus Wialdi	Direktur Teknik <i>Director of Engineering</i>	Rp212.500.000 <i>IDR 212,500,000</i>	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp 22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. <i>Religious holiday allowance for 1 (one) time salary</i></li> <li>b. <i>Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</i></li> <li>c. <i>Housing allowance of IDR 22,500,000 per month</i></li> <li>d. <i>Telephone facility IDR 5,000,000 per month</i></li> <li>e. <i>Fuel allowance of IDR 9,000,000</i></li> </ul>

No	Nama Direksi Board of Directors	Jabatan Position	Gaji Salary	Tunjangan Allowance
7	Ghamal Peris Aulia	Direktur Komersial Commercial Director	Rp212.500.000 IDR 212,500,000	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. Religious holiday allowance for 1 (one) time salary</li> <li>b. Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</li> <li>c. Housing allowance of IDR 22,500,000 per month</li> <li>d. Telephone facility IDR 5,000,000 per month</li> <li>e. Fuel allowance of IDR 9,000,000</li> </ul>
8	Wiweko Probojakti	Direktur Keuangan Director of Finance	Rp212.500.000 IDR 212,500,000	<ul style="list-style-type: none"> <li>a. Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji</li> <li>b. Asuransi Purna Jabatan premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 tahun</li> <li>c. Tunjangan Perumahan Rp22.500.000 per bulan</li> <li>d. Fasilitas Telepon Rp5.000.000 perbulan</li> <li>e. Tunjangan BBM Rp9.000.000</li> <li>a. Religious holiday allowance for 1 (one) time salary</li> <li>b. Post-Employment Insurance The premium borne by the company is 25% of the salary in 1 year</li> <li>c. Housing allowance of IDR 22,500,000 per month</li> <li>d. Telephone facility IDR 5,000,000 per month</li> <li>e. Fuel allowance of IDR 9,000,000</li> </ul>

## BONUS NON KINERJA DAN OPSI SAHAM

Tidak terdapat bonus non kinerja dan opsi saham yang diberikan kepada setiap anggota Dewan Komisaris dan Direksi.

## NON PERFORMANCE BONUSES AND STOCK OPTIONS

*There are no non-performance bonuses and share options given to each member of the Board of Commissioners and Board of Directors.*

# FREKUENSI DAN TINGKAT KEHADIRAN RAPAT DEWAN KOMISARIS DAN DIREKSI

## FREQUENCY AND MEETING ATTENDANCE LEVEL OF BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

### RAPAT DEWAN KOMISARIS

Board Manual Angkasa Pura II menjelaskan bahwa rapat Dewan Komisaris diselenggarakan sekurang-kurangnya 1 (satu) kali dalam sebulan. Rapat Dewan Komisaris terdiri dari Rapat Internal Dewan Komisaris dan Rapat Gabungan Dewan Komisaris dan Direksi.

### BOARD OF COMMISSIONERS MEETING

*Angkasa Pura II Board Manual explains that the Board of Commissioners meeting is held at least 1 (one) time a month. Meetings of the Board of Commissioners consist of Internal Meetings of the Board of Commissioners and Joint Meetings of the Board of Commissioners and Directors.*