

No	Key Performance Indicator	Polaritas / Polarity	Bobot / Value	Satuan / Unit	Target 2023 / 2023 Target	Realisasi 2023 / 2023 Realization	Pencapaian / Achievement	Nilai / Score	Ket / Description
13	Strategic Partnership GenCo	↑	5	Tahapan / Milestone	Penandatanganan Partnership Genco / Genco Partnership Signing	Penandatanganan HoA tentang Pengembangan PLTS IKN pada tanggal 11 September 2023 dan akta 21 Desember 2023. / Signing of the HoA regarding the Development of PLTS IKN on September 11, 2023 and deed December 21, 2023	110,00%	5,50	●
E Pengembangan Talenta / Talent Development			10,00		10,67				
14	Pengembangan Talenta Pegawai / Employee Talent Development								
	a. Talent milenial (<=42 tahun) / Millennial talent (<=42 years)	↑	2	%	9	14,71	110,00%	2,20	●
	b. Perempuan dalam nominated talent / Women in nominated talent	↑	2	%	22	32,35	110,00%	2,20	●
	c. Rasio pemenuhan kualifikasi Organ Pengelola Risiko / Risk Management Organ qualification fulfillment ratio	↑	2	%	77,91	91,04	110,00%	2,20	●
15	Penyelesaian Roadmap Penyelesaian Dana Pensiun Manfaat Pasti / Completion of the Roadmap for Restructuring Defined Benefit Pension Funds	↓	4	Waktu / Time	30 Juni 2023 / June 30, 2023	17 Juni 2023 / June 17, 2023	101,86%	4,07	●
TOTAL PENILAIAN KINERJA / TOTAL PERFORMANCE ASSESSMENT			100,00		107,19				

REMUNERASI DIREKSI

Prosedur Penetapan Remunerasi Direksi

Perseroan menerapkan prosedur penetapan remunerasi bagi Direksi berdasarkan Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Gaji Direksi dan Dewan Komisaris BUMN beserta perubahannya No. PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Sesuai peraturan tersebut, penetapan remunerasi Direksi terbagi atas gaji Direktur Utama yang ditentukan oleh hasil RUPS Kementerian BUMN, kemudian gaji Wakil Direktur Utama sebesar 90% dari gaji Direktur Utama, dan Direktur lainnya sebesar 85% dari gaji Direktur Utama. (Berdasarkan hasil RUPS Kementerian BUMN No. SR-46/Wk1.MBU.A/07/2023 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris Tahun Buku 2023).

Struktur dan Besaran Remunerasi Direksi

Besaran remunerasi Direksi ditetapkan sesuai kondisi dan kemampuan keuangan Perseroan, sesuai peraturan perundang-undangan yang berlaku. Penetapan besaran remunerasi tersebut dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan perusahaan dan faktor lain yang relevan, serta menggunakan faktor penyesuaian

REMUNERATION FOR THE BOARD OF DIRECTORS

Procedure for Determination of Remuneration for the Board of Directors

The Company implements procedures for determining remuneration for the Board of Directors based on Regulation of the Minister of SOEs No. PER-03/MBU/03/2023 on Organs and Human Capital of State-Owned Enterprises. In accordance with these regulations, the remuneration of the Board of Directors is divided into the salary of the President Director which is determined by the results of the GMS of the Ministry of SOEs, then the salary of the Vice President Director is 90% of the salary of the President Director, and other Directors are 85% of the salary of the President Director.

Structure and Amount of Remuneration for the Board of Directors

The amount of the Board of Directors remuneration is determined according to the Company's financial conditions and capabilities in accordance with applicable laws and regulations. Determination of the amount of remuneration is carried out by considering business scale factors, business complexity factors, inflation rates, company financial conditions and capabilities and other relevant factors, as well

industri dengan mempertimbangkan sektor industri sejenis secara terukur (*benchmark*), kondisi persaingan usaha (*competitiveness*), serta kelangkaan sumber daya manusia.

as using industry adjustment factors by taking into account similar industrial sectors in a measurable manner (*benchmark*), business competition conditions (*competitiveness*), as well as the scarcity of human resources.

Struktur Remunerasi yang diterima Direksi terdiri dari gaji, tunjangan, tantiem dan fasilitas dengan uraian sesuai ketentuan yang berlaku per 2023 sebagai berikut:

The remuneration structure received by the Board of Directors consists of salary, allowances, bonuses and facilities with descriptions in accordance with the provisions in force as of 2023 as follows:

Struktur Remunerasi Direksi PLN

Structure of Remuneration for the Board of Directors

No.	Jenis Remunerasi / Type of Remuneration	Direktur Utama / President Director	Direktur / Director	Keterangan / Description
1	Gaji per bulan (Rp-juta) / Salary per month (Rp-million)	469	399	- Direktur Utama: 100% / President Director:100% - Wakil Direktur Utama: 90% dari gaji Direktur Utama / Vice President Director: 95% of President Director's Salary - Direktur: 85% dari gaji Direktur Utama / Other Directors: 85% of President Director's Salary
Tunjangan / Allowances				
2	Tunjangan hari raya keagamaan / Religious holiday allowance	1(satu) bulan gaji / 1(one) month salary		
	Tunjangan Perumahan / Housing Allowance	Sebesar 40% dari gaji dengan ketentuan paling banyak sebesar Rp27.500.000,- untuk wilayah Ibu Kota (per bulan). / 40% of salary with maximum value of Rp27,500,000 for those living in Capital City (per month).		
	Asuransi purna-jabatan / Post-employment Insurance	Premi yang ditanggung oleh perusahaan 25% dari Gaji dalam 1(satu) tahun. / The premium borne by the Company is 25% of salary in 1(one) year.		
Fasilitas / Facilities				
3	Fasilitas Kendaraan / Transportation Facility	1(Satu) unit kendaraan 3.500 cc, beserta biaya pemeliharaan dan biaya operasional. / 1(one) 3,500 cc vehicle, along with maintenance costs and operational costs.		
	Fasilitas kesehatan / Health facility	Diberikan dalam bentuk asuransi atau penggantian biaya pengobatan sebesar pemakaian, dengan termasuk 1(satu) istri dan 3 (tiga) orang anak usia maksimum 25 tahun (belum bekerja / belum menikah). / Provided in the form of insurance or reimbursement for medical costs in the amount of usage, including 1 (one) spouse and 3 (three) children with a maximum age of 25 years (not yet working / not married).		
	Fasilitas bantuan hukum / Legal aid facility	Diberikan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku (sebesar pemakaian) / Given in accordance with the provisions of the prevailing laws and regulations (at cost)		

Sesuai struktur tersebut, besaran Remunerasi Direksi pada tahun 2023 adalah sebagai berikut:

In accordance with this structure, the amount of Board of Directors Remuneration in 2023 is as follows:

Besaran Remunerasi Direksi PLN

Amount of Remuneration for the Board of Directors

Jenis Remunerasi / Type of Remuneration	Jumlah / Total	Besaran (Rp-juta) / Amount (Rp-million)
Remunerasi / Remuneration		
Gaji / Salary	10 Direktur / 10 Directors	45.241
Tantiem (Bruto)	12 Direktur (Direksi dan mantan Direksi Tahun Buku 2022) / 12 Directors (Directors and former Directors for 2022 Fiscal Year)	229.377
Tunjangan / Allowance		
Tunjangan Perumahan / Housing Allowance	7 Direktur yang tidak menempati Rumah Dinas/Rumah Jabatan (menerima Tunjangan Perumahan secara tunai) / 7 Directors who do not occupy official residences (receive housing allowance in cash)	2.128
Tunjangan Hari Raya / Religious Holiday Allowance	10 Direktur / 10 Directors	4.057

Jenis Remunerasi / Type of Remuneration	Jumlah / Total	Besaran (Rp-juta) / Amount (Rp-million)
Tanggungan / Expense		
Tanggungan PPh Pasal 21 / Expense of Article 21 of Income Tax	13 Direksi (termasuk pajak Tantiem Direksi penerima Tantiem Tahun Buku 2022 yang diterima pada Tahun 2023) / 13 Directors (including Tantiem taxes for Directors receiving Tantiem for the 2022 Fiscal Year received in 2023)	152.600
Tanggungan BPJS / BPJS Expenses	10 Direktur / 10 Directors	2.459
Jumlah / Total		435.861

PENGUNGKAPAN BONUS KINERJA, BONUS NON-KINERJA, DAN/ATAU OPSI SAHAM YANG DITERIMA DIREKSI

Berdasarkan Permen BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Gaji Direksi dan Dewan Komisaris BUMN beserta perubahannya yang terakhir No. PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan Berdasarkan hasil RUPS Kementerian BUMN No. SR-46/Wk1.MBU.A/07/2023 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris Tahun Buku 2023, Direksi berhak menerima bagian dari keuntungan Perusahaan (Tantiem). Realisasi Tantiem Direksi pada yang diterima pada Tahun 2023 (yang merupakan Tantiem Kinerja Tahun Buku 2022) adalah sejumlah Rp 229.377.382.000,- (Dua Ratus Dua Puluh Sembilan Milyar Tiga Ratus Tujuh Puluh Tujuh Juta Tiga Ratus Delapan Puluh Dua Ribu Rupiah), yang ditentukan berdasarkan hasil pertimbangan capaian KPI Direksi dan Tingkat Kesehatan Perusahaan (TKP).

Perseroan bukan merupakan perusahaan publik. Dengan demikian, Perseroan tidak memiliki program Kepemilikan Saham oleh Karyawan dan/atau manajemen yang dilaksanakan Perusahaan (*Employee Stock Ownership Program/Management Stock Ownership Program*).

PENGUNGKAPAN OPSI SAHAM YANG DITERIMA DIREKSI

Perseroan bukan merupakan perusahaan publik. Atas hal tersebut, Perseroan tidak memiliki program kepemilikan saham bagi karyawan dan/atau manajemen perusahaan (*Employee Stock Ownership Program/Management Stock Ownership Program*).

DISCLOSURE OF PERFORMANCE BONUSES, NON-PERFORMANCE BONUSES AND/OR STOCK OPTIONS RECEIVED BY BOARD OF DIRECTORS

Based on Regulation of the Minister of SOEs No. PER-04/MBU/2014 on Guidelines for Determining the Salaries of Board of Directors and Board of Commissioners of SOEs and its latest amendments No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises and Based on the results of the GMS of the Ministry of SOEs No. SR-46/Wk1.MBU.A/07/2023 on Determination of the Income of the Board of Directors and Board of Commissioners for the 2023 Fiscal Year, the Directors are entitled to receive a share of the Company's profits (Tantiem). The realization of the Board of Directors Tantiem received in 2023 (which is the 2022 Fiscal Year Performance Tantiem) is Rp229,377,382,000 (Two Hundred Twenty-Nine Billion Three Hundred Seventy-Seven Million Three Hundred Eighty-Two Thousand Rupiah), which is determined based on the results of KPI achievements of the Board of Directors and the Company's Health Level (TKP).

The Company is not a public company. Thus, the Company does not have Employee Stock Ownership Program/ Management Stock Ownership Program.

DISCLOSURE OF STOCK OPTIONS RECEIVED BY THE BOARD OF DIRECTORS

The Company is not a public company. Therefore, the Company does not have Employee Stock Ownership Program and/or Management Stock Ownership Program.

No.	Program Kerja 2023 / 2023 Work Program	Uraian Program Kerja 2023 / 2023 Work Program Description	Target	Bobot / Value	Realisasi / Realization	Jumlah / Total	Nilai / Score
Dewan Komisaris Dengan RUPS / Board of Commissioners with GMS				20			20
6.	Menyampaikan program kerja dan KPI Dewan Komisaris tahunan / Delivering the annual work program and KPIs of the Board of Commissioners	Rencana Kerja dan KPI Dewan Komisaris Tahun 2023. / Board of Commissioners Work Plan and KPIs for 2023. Ketepatan waktu penyampaian / Timeliness of delivery	1 Berkas / 1 file Sebelum RUPS / Before the GMS	3 2	- Penyampaian Rencana Kerja dan KPI Dewan Komisaris Tahun 2023 disampaikan kepada RUPS / Submission of the Board of Commissioners' 2023 Work Plan and KPI to the GMS Sudah dikirimkan pada tanggal 16 Januari 2023 sebelum RUPS / It was sent on January 16, 2023 before the GMS	1 Berkas / 1 file -	3 2
7.	Menyampaikan laporan/ pendapat Dewan Komisaris kepada Pemegang Saham/RUPS / Submit reports/ opinions of the Board of Commissioners to Shareholders/GMS	- Tanggapan atas pelaksanaan RKAP Tahun Buku 2023 / Responses to the implementation of the 2023 Fiscal Year RKAP - Tanggapan atas LM, KPI Korporat, KPI Direktorat Tahun Buku 2023 / Response to MR, Corporate KPI, Directorate KPI for 2023 Fiscal Year - Tanggapan atas RJP/ Review RJP / Response to RJP/RJP Review - Usulan penetapan Kantor Akuntan Publik (KAP) Tahun Buku 2023 / Proposal to appoint a Public Accounting Firm (KAP) for the 2023 Fiscal Year - Usulan Remunerasi Tahun Buku 2023 / Proposed Remuneration for 2023 Fiscal Year	4 Pendapat atau usulan setahun / 4 Opinions or suggestions a year Setelah surat dari Direksi diterima / After the letter from the Board of Directors is received	4 2	- Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Dilakukan rapat konsultasi dengan Direksi terkait RJPP / A consultation meeting was held with the Board of Directors regarding the RJPP - Penyampaian rekomendasi KAP untuk audit laporan keuangan tahun buku 2023 / Submission of KAP recommendations for the audit of financial statements for the 2023 fiscal year - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024	2 kali / 2 times 1 kali / once 1 kali 1 kali / once	4 2
8.	Menyampaikan laporan tentang tugas pengawasan Dewan Komisaris. / Submit reports regarding the supervisory duties of the Board of Commissioners.	Laporan terdiri dari: / The report consists of: - Laporan Progres KPI Dewan Komisaris Semesteran Tahun 2023 / Board of Commissioners KPI Progress Report for Semester of 2023 - Laporan Pengawasan dan KPI Dewan Komisaris Tahun 2023 / 2023 Board of Commissioners Supervision and KPI Report Ketepatan waktu penyampaian Laporan KPI Semesteran tahun 2023 / Timeliness of submission of the 2023 Semester KPI Report Laporan Pengawasan tahun 2023 / 2023 Monitoring Report	2 Laporan per tahun / 2 Reports per year 30 hari kerja sejak berakhirnya periode / 30 working days from the end of the period Sebelum RUPS / Before the GMS	4 1 2	- Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Sedang dibuat dan direview oleh tim / Under development and review by the team	1 kali / once 1 kali / once 1 kali / once 1 Dokumen/ 1 Document	4 1 2

No.	Program Kerja 2023 / 2023 Work Program	Uraian Program Kerja 2023 / 2023 Work Program Description	Target	Bobot / Value	Realisasi / Realization	Jumlah / Total	Nilai / Score
9.	RUPS / GMS	Kehadiran Komisaris korum pada : / The presence of a quorum of Commissioners on: - RUPS RKAP Tahun Buku 2023, / GMS RKAP for 2023 Fiscal Year, - RUPS Tahunan/LPT Tahun Buku 2022 / Annual GMS/LPT for 2022 Fiscal Year	2 Kali per Tahun / 2 Times per Year	2	 - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024 - Dilakukan saat RUPS RKAP tahun 2024 pada akhir bulan Januari 2024 / Carried out at the 2024 RKAP GMS at the end of January 2024	1 kali / once 1 kali / once	2
Internal Dewan Komisaris / Internal Board of Commissioners				26			26
10.	Rapat Dewan Komisaris / Board of Commissioners Meeting	Rapat Dewan Komisaris sejumlah 36 kali terdiri dari Rapat Internal 12 kali dan rapat Dewan Komisaris yang dihadiri Direksi sebanyak 24 kali. / There were 36 Board of Commissioners meetings consisting of 12 Internal Meetings and 24 Board of Commissioners meetings attended by the Board of Directors.	36 Kali per Tahun	15	Rapat Dewan Komisaris dilaksanakan 52 kali: / Board of Commissioners meetings were held 52 times: - 19 Rapat Internal / 19 internal meetings - 24 Rapat dengan Direksi Tertentu / 24 Meetings with Certain Directors - 9 Rapat Konsultasi / 9 Consultation Meetings	52	15
11.	Rapat Komite Dewan Komisaris / Board of Commissioners Committee Meeting	Rapat Komite Dewan Komisaris sejumlah 72 kali terdiri dari rapat Komite Audit, Rapat Komite Manajemen Risiko dan Rapat Komite Nominasi Remunerasi / There were 72 Board of Commissioners Committee meetings consisting of Audit Committee meetings, Risk Management Committee meetings and Nomination and Remuneration Committee meetings	24 Kali KA / 24 Audit Committee Meetings 24 Kali KMR / 24 Risk Management Committee Meetings 24 Kali KNR / 24 Nomination and Remuneration Committee Meetings	5	- Rapat KA : 81 kali / Audit Committee Meeting: 81 times - Rapat KMR : 55 kali / Risk Management Committee Meeting: 55 times - Rapat KNR : 70 kali / Nomination and Remuneration Committee Meeting: 70 times	206	5
12.	Pengenalan/Induksi /peningkatan kompetensi / Introduction/ Induction/ competency enhancement	Pengenalan induksi/ Peningkatan kompetensi dengan mengikuti seminar/workshop sejumlah 3 kali bagi: / Introduction/induction/ competency improvement by attending 3 seminars/ workshops for: - Komisaris / Commissioner - Organ Pendukung Dewan Komisaris. / Supporting Organs of the Board of Commissioners.	2 Kali per Tahun / Twice a year	2	 - Sertifikasi CACP, Sertifikasi QRGP, Capacity Building Commissioner Masterclass dan Temasek / CACP Certification, QRGP Certification, Capacity Building Commissioner Masterclass and Temasek - Sertifikasi CACP, Sertifikasi QRGP, Capacity Building Commissioner Masterclass dan Temasek / CACP Certification, QRGP Certification, Capacity Building Commissioner Masterclass and Temasek	4	2

No.	Program Kerja 2023 / 2023 Work Program	Uraian Program Kerja 2023 / 2023 Work Program Description	Target	Bobot / Value	Realisasi / Realization	Jumlah / Total	Nilai / Score
13.	Pengelolaan GCG / GCG Management	- Penunjukan assessor GCG Tahun 2023, / Appointment of GCG assessor in 2023, - Mengikuti self assesmen GCG Tahun 2023. / Participate in the 2023 GCG self-assessment.	1 kali per tahun / Once a year Capaian skor minimum 95% / Achieve a minimum score of 95%	1 3	- Akan dilakukan / Will be carried out	1 3	1 3
TOTAL							100

REMUNERASI DEWAN KOMISARIS

Prosedur Penetapan Remunerasi Dewan Komisaris

Perseroan menerapkan prosedur penetapan remunerasi bagi Dewan Komisaris berdasarkan Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Gaji Direksi dan Dewan Komisaris BUMN beserta perubahannya No. PER-03/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Sesuai peraturan tersebut, remunerasi Dewan Komisaris terbagi atas Honorarium Komisaris Utama sebesar 45% dari Gaji Direktur Utama, Wakil Komisaris Utama sebesar 42,5% dari Gaji Direktur Utama dan Komisaris lainnya sebesar 90% dari Honorarium Komisaris Utama. (Berdasarkan hasil RUPS Kementerian BUMN No. SR-46/Wk1.MBU.A/07/2023 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris Tahun Buku 2023).

Struktur dan Besaran Remunerasi Dewan Komisaris

Besaran remunerasi Dewan Komisaris ditetapkan sesuai keuangan Perseroan, sesuai peraturan perundang-undangan yang berlaku. Penetapan besaran remunerasi tersebut dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan perusahaan dan faktor lain yang relevan, serta menggunakan faktor penyesuaian industri dengan mempertimbangkan sektor industri sejenis secara terukur (*benchmark*), kondisi persaingan usaha (*competitiveness*), serta kelangkaan sumber daya manusia.

Remunerasi yang diterima Dewan Komisaris terdiri dari honorarium, tunjangan, dan tantiem dengan rincian sebagai berikut:

BOARD OF COMMISSIONERS REMUNERATION

Procedure for the Board of Commissioners Remuneration Determination

The Company implements procedures for determining remuneration for the Board of Commissioners based on Regulation of the Minister of SOEs No. PER-04/MBU/2014 on Guidelines for Determining the Salaries of Directors and Board of Commissioners of SOEs and its amendments No. PER-03/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises. In accordance with these regulations, the remuneration of the Board of Commissioners is divided into the President Commissioner's Honorarium at 45% of the President Director's Salary, Vice President Commissioner at 42.5% of the President Director's Salary and other Commissioners at 90% of the President Commissioner's Honorarium.

Structure and Amount of the Board of Commissioners Remuneration

The amount of remuneration for the Board of Commissioners is determined in accordance with the Company's finances and applicable laws and regulations. Determination of the amount of remuneration is carried out by considering business scale factors, business complexity factors, inflation rates, company financial conditions and capabilities and other relevant factors, as well as using industry adjustment factors by taking into account similar industrial sectors in a measurable manner (*benchmark*), business competition conditions (*competitiveness*), as well as the scarcity of human resources.

The remuneration structure received by the Board of Commissioners consists of honorarium, allowances, bonuses and facilities with the following details:

Struktur Remunerasi Dewan Komisaris
Board of Commissioners Remuneration Structure

No.	Jenis Remunerasi / Type of Remuneration	Komisaris Utama / President Commissioner	Komisaris / Commissioner	Keterangan / Description
1	Honorarium per bulan (Rp-juta) / Honorarium per month (Rp-million)	211	190	- Komisaris Utama: 45% gaji Direktur Utama / President Commissioner: 45% of President Director's salary - Wakil Komisaris Utama: 42,5% gaji Direktur Utama / Vice President Commissioner: 52.5% of President Director's salary - Komisaris: 90% honorarium Komisaris Utama / Commissioner: 90% of President Commissioner's salary
Tunjangan / Allowances				
	Tunjangan hari raya keagamaan / Religious holiday allowance	1(satu) bulan honorarium / 1(one) month honorarium		
2	Tunjangan transportasi / Transportation allowance	20% dari Honorarium / 20% of honorarium		
	Asuransi purna jabatan / Retirement insurance	Premi yang ditanggung oleh perusahaan 25% dari honorarium dalam 1(satu) tahun / The premium borne by the Company is 25% of the honorarium for 1(one) year		
Fasilitas / Facilities				
3	Fasilitas kesehatan / Healthcare facility	Diberikan dalam bentuk asuransi atau penggantian biaya pengobatan sebesar pemakaian, dengan termasuk 1(satu) istri dan 3(tiga) orang anak usia maksimum 25 tahun (belum bekerja / belum menikah). / Provided in the form of insurance or reimbursement for medical costs in the amount of usage, including 1(one) spouse and 3(three) children with a maximum age of 25 years (not working yet / not married).		
	Fasilitas bantuan hukum / Legal aid facility	Diberikan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku (sebesar pemakaian). / Provided in accordance with the provisions of applicable laws and regulations (at cost).		

Sesuai struktur tersebut, besaran remunerasi Dewan Komisaris pada 2023 adalah sebagai berikut:

In accordance with this structure, the amount of remuneration for the Board of Commissioners in 2023 is as follows:

Besaran Remunerasi Dewan Komisaris
Amount of Board of Commissioners Remuneration

Jenis Remunerasi / Type of Remuneration	Jumlah / Total	Besaran (Rp-juta) / Amount (Rp-million)
Remunerasi / Remuneration		
Honorarium	12 Komisaris (termasuk yang sudah berhenti pada tahun 2023) / 12 Commissioners (including those who have retired in 2023)	23.159
Tantiem (Bruto) / Tantiem (Gross)	13 Komisaris (Dekom dan Mantan Dekom Tahun Buku 2022) / / 13 Commissioners (Board of Commissioners and Former Board of Commissioners for 2022 Fiscal Year)	111.023
Tunjangan / Allowance		
Tunjangan Transportasi / Transportation Allowance	12 Komisaris (termasuk yang sudah berhenti pada tahun 2023) / 12 Commissioners (including those who have retired in 2023)	4.632
Tunjangan Hari Raya / Holiday Allowance	10 Komisaris (termasuk yang sudah berhenti pada tahun 2023) / 10 Commissioners (including those who have retired in 2023)	1.930
Tunjangan / Allowance		
Tanggungan PPh Pasal 21 / Dependent on Income Tax Article 21	15 Komisaris (termasuk pajak Tantiem Dekom penerima Tantiem Tahun Buku 2022 yang diterima pada Tahun 2023) / 12 Commissioners (including tax of Board of Commissioners Tantiem for 2022 Fiscal Year received in 2023)	75.888
Tanggungan BPJS / BPJS dependents	12 Komisaris (termasuk yang sudah berhenti pada tahun 2023) / 12 Commissioners (including those who have retired in 2023)	1.261
Jumlah / Total		217.893