

Nominasi dan Remunerasi Direksi dan Dewan Komisaris

Nomination and Remuneration of The Board of Directors and Board of Commissioners

Nominasi Direksi dan Dewan Komisaris

Nominasi Direksi dan Dewan Komisaris dilakukan melalui serangkaian proses yang mencakup penjangkaran, penilaian serta penetapan calon anggota Direksi dan calon anggota Dewan Komisaris. Suksesi Direksi merupakan bagian dari penerapan fungsi nominasi di tingkat manajerial tertinggi dalam rangka mempersiapkan regenerasi untuk melanjutkan tonggak kepemimpinan Perusahaan.

Mekanisme Nominasi Dewan Komisaris dan Direksi

ASDP merupakan BUMN yang seluruh sahamnya dimiliki oleh Pemerintah Republik Indonesia c.q Kementerian BUMN Republik Indonesia. Oleh sebab itu, Kementerian BUMN Republik Indonesia dapat mengajukan usulan calon anggota Dewan Komisaris dan Direksi Perseroan. Selain itu, usulan calon anggota Dewan Komisaris dan Direksi juga dapat berasal dari sumber lain. Perseroan telah menetapkan sejumlah kriteria bagi calon anggota Dewan Komisaris dan Direksi, dengan penjelasan sebagai berikut:

Persyaratan Anggota Dewan Komisaris

- a. Persyaratan materiil, anggota Dewan Komisaris yaitu:
 1. integritas;
 2. dedikasi;
 3. memahami masalah-masalah manajemen perusahaan yang berkaitan dengan salah satu fungsi manajemen;
 4. memiliki pengetahuan yang memadai di bidang usaha di mana yang bersangkutan dicalonkan; dan
 5. dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya.
- b. Persyaratan formal anggota Dewan Komisaris, yaitu:

Nomination of the Board of Directors and Board of Commissioners

The nomination of the Board of Directors and the Board of Commissioners is carried out through a series of processes that include selection, assessment, and determination of candidates for members of the Board of Directors and the Board of Commissioners. The succession of the Board of Directors is part of the implementation of the nomination function at the highest managerial level in order to prepare for leadership regeneration to carry forward the Company's leadership milestones.

Nomination Mechanism for the Board of Commissioners and Board of Directors

ASDP is a State-Owned Enterprise (SOE) whose shares are wholly owned by the Government of the Republic of Indonesia, represented by the Ministry of State-Owned Enterprises of the Republic of Indonesia. Therefore, the Ministry of State-Owned Enterprises of the Republic of Indonesia may propose candidates for members of the Board of Commissioners and the Board of Directors. In addition, nominations for candidates for the Board of Commissioners and Board of Directors may also come from other sources. The Company has established a set of criteria for candidates for the Board of Commissioners and the Board of Directors, as detailed below:

Requirements for Members of the Board of Commissioners

- a. Material requirements for members of the Board of Commissioners include:
 1. integrity;
 2. dedication;
 3. understanding of corporate management issues related to at least one management function;
 4. having adequate knowledge of the line of business for which they are nominated; and
 5. having the ability to allocate sufficient time to perform their duties.
- b. Formal requirements for members of the Board of Commissioners include:

1. orang perseorangan;
 2. mampu melakukan perbuatan hukum;
 3. tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
 4. tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris yang dinyatakan bersalah menyebabkan Perusahaan, Anak Perusahaan dan/atau badan usaha lainnya dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan; dan
 5. tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara, Perusahaan, Anak Perusahaan, badan usaha lainnya dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pengangkatan.
- c. Persyaratan lain anggota Dewan Komisaris yaitu:
1. bukan pengurus partai politik, calon anggota legislatif, dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
 2. bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk pejabat kepala/wakil kepala daerah;
 3. tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan Perusahaan/Anak Perusahaan yang bersangkutan;
 4. tidak menjabat sebagai anggota Dewan Komisaris pada Perusahaan atau Dewan Komisaris pada Anak Perusahaan yang bersangkutan selama 2 (dua) periode;
 5. tidak sedang menduduki jabatan yang berdasarkan Peraturan Perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris;
 6. sehat jasmani dan rohani yang tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris, yang dibuktikan dengan surat keterangan sehat dari Rumah Sakit; dan
 7. memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2 (dua) tahun terakhir.
 8. bagi bakal calon dari Kementerian Teknis atau Instansi Pemerintah lain, harus berdasarkan surat usulan dari pimpinan instansi yang bersangkutan; dan
1. an individual;
 2. legally capable of performing legal actions;
 3. has never been declared bankrupt within 5 (five) years prior to the appointment;
 4. has never served as a member of the Board of Directors or Board of Commissioners found guilty of causing a company, subsidiary, and/or other business entity to be declared bankrupt within 5 (five) years prior to the appointment; and
 5. has never been convicted of a criminal offense that caused financial losses to the state, the Company, its Subsidiaries, other business entities and/or related to the financial sector within 5 (five) years prior to the appointment.
- c. Other requirements for members of the Board of Commissioners are as follows:
1. not a political party official, legislative candidate, and/or member of the legislature in the House of Representatives (DPR), Regional Representative Council (DPD), Provincial Regional House of Representatives (DPRD Province), or Regency/Municipal Regional House of Representatives (DPRD Regency/Municipality);
 2. not a candidate for regional head/deputy regional head and/or a serving regional head/deputy regional head, including acting regional head/deputy regional head officials;
 3. not currently holding a position that has the potential to cause a conflict of interest with the Company or its Subsidiaries;
 4. not serving as a member of the Board of Commissioners in the Company or its Subsidiaries for more than 2 (two) terms;
 5. not currently holding a position that, based on applicable laws and regulations, is prohibited from being held concurrently with a position as a member of the Board of Commissioners;
 6. being physically and mentally healthy, not suffering from any illness that could hinder the performance of duties as a member of the Board of Commissioners, as evidenced by a medical certificate from a hospital;
 7. having a Taxpayer Identification Number (NPWP) and have fulfilled tax obligations for the last two (2) years;
 8. for prospective candidates from Technical Ministries or other Government Institutions, nominations must be based on a recommendation letter from the head of the respective institution; and

9. bagi bakal calon anggota Dewan Komisaris/ yang berasal dari penyelenggara negara harus melaporkan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) selama 2 (dua) tahun terakhir yang dibuktikan dengan Bukti Lapo LHKPN kepada institusi yang berwenang.

Persyaratan Anggota Direksi

- a. Persyaratan materiil anggota Direksi yaitu:
 1. keahlian;
 2. integritas;
 3. kepemimpinan;
 4. pengalaman;
 5. jujur;
 6. perilaku yang baik; dan
 7. dedikasi yang tinggi untuk memajukan dan mengembangkan Perusahaan.
- b. Persyaratan formal anggota Direksi yaitu:
 1. orang perseorangan;
 2. mampu melaksanakan perbuatan hukum;
 3. tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
 4. tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu Perusahaan, Anak Perusahaan dan/atau badan usaha lainnya dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan; atau
 5. tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan Negara, Perusahaan, Anak Perusahaan, badan usaha lainnya dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pengangkatan.
- c. Persyaratan lain anggota Direksi yaitu:
 1. bukan pengurus Partai Politik, calon anggota legislatif dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Daerah Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
 2. bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk pejabat kepala/wakil kepala daerah;

9. for prospective candidates for the Board of Commissioners who are state officials, they must have submitted the State Officials' Wealth Report (LHKPN) for the last 2 (two) years, as evidenced by the official LHKPN submission receipt from the authorized institution.

Requirements for Members of the Board of Directors

- a. Material requirements for members of the Board of Directors include:
 1. expertise;
 2. integrity;
 3. leadership;
 4. experience;
 5. honesty;
 6. good conduct; and
 7. high dedication to advancing and developing the Company.
- b. Formal requirements for members of the Board of Directors include:
 1. an individual;
 2. legally capable of performing legal actions;
 3. has never been declared bankrupt within 5 (five) years prior to the appointment;
 4. not serving as a member of the Board of Directors or Board of Commissioners/Supervisory Board who was found guilty of causing a Company, Subsidiary, and/or other business entity to be declared bankrupt within 5 (five) years prior to the appointment; or
 5. has never been convicted of a criminal offense that caused financial losses to the state, the Company, its Subsidiaries, other business entities and/or related to the financial sector within 5 (five) years prior to the appointment.
- c. Other requirements for members of the Board of Directors are as follows:
 1. not a political party official, legislative candidate, and/or member of the legislature in the House of Representatives (DPR), Regional Representative Council (DPD), Provincial Regional House of Representatives (DPRD Province), or Regency/Municipal Regional House of Representatives (DPRD Regency/Municipality);
 2. not a candidate for regional head/deputy regional head and/or a serving regional head/deputy regional head, including acting regional head/deputy regional head officials;

3. tidak menjabat sebagai anggota Direksi pada Perusahaan atau Anak Perusahaan selama 2 (dua) periode;
4. tidak sedang menjabat sebagai pejabat pada kementerian/lembaga, anggota Dewan Komisaris/Dewan Pengawas pada BUMN lain, anggota Direksi pada BUMN lain, anggota Direksi pada Anak Perusahaan dan/atau badan usaha lainnya;
5. tidak sedang menduduki jabatan yang berdasarkan Peraturan Perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Direksi;
6. memiliki dedikasi dan menyediakan waktu sepenuhnya untuk melakukan tugasnya, yang dinyatakan dengan surat pernyataan dari yang bersangkutan;
7. sehat jasmani dan rohani, yakni tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Direksi, yang dibuktikan dengan surat keterangan sehat dari rumah sakit; dan
8. Memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2 (dua) tahun terakhir.

3. not currently serving as a member of the Board of Directors in the Company or its Subsidiaries for more than 2 (two) terms;
4. not currently serving as an official in a ministry/institution, member of the Board of Commissioners/Supervisory Board in another SOE, member of the Board of Directors in another SOE, or a member of the Board of Directors in a Subsidiary and/or another business entity;
5. not currently holding a position that, under applicable laws and regulations, is prohibited from being held concurrently with the position of a member of the Board of Directors;
6. must be dedicated and able to commit full time to carrying out their duties, as stated in a written declaration;
7. physically and mentally healthy, not suffering from any illness that may hinder the performance of duties as a member of the Board of Directors, as evidenced by a medical certificate from a hospital; and
8. having a Taxpayer Identification Number (NPWP) and having fulfilled tax obligations for the last 2 (two) years.

Remunerasi Direksi dan Dewan Komisaris

Penghasilan atau remunerasi adalah imbalan/balas jasa yang diberikan kepada Direksi dan Dewan Komisaris karena kedudukan dan peran yang diberikan kepada Perusahaan sesuai dengan tugas, wewenang, kewajiban dan tanggung jawab berdasarkan peraturan perundang-undangan. Penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi Perusahaan mengacu pada Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Besaran remunerasi Dewan Komisaris ditetapkan oleh Pemegang Saham melalui mekanisme RUPS memperhatikan ketentuan Anggaran Dasar dan peraturan perundang-undangan. Dewan Komisaris akan meminta persetujuan dari Pemegang Saham dalam Rapat Umum Pemegang Saham. Penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi Perusahaan untuk tahun buku 2023 ditetapkan berdasarkan Keputusan Rapat Umum Pemegang Saham Nomor SR-39/Wk.MBU.11/10/2024 tanggal 15 Oktober 2024 tentang Penyampaian Penetapan Penghasilan Direksi dan Dewan Komisaris PT ASDP Indonesia Ferry (Persero) tahun 2024.

Remuneration of the Board of Directors and Board of Commissioners

Income or remuneration refers to the compensation or reward given to the Board of Directors and the Board of Commissioners for their position and role in the Company, in accordance with their duties, authorities, obligations, and responsibilities as stipulated by applicable laws and regulations. The determination of remuneration for members of the Company's Board of Commissioners and Board of Directors refers to the Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises. The amount of remuneration for the Board of Commissioners is determined by the Shareholder through the General Meeting of Shareholders (GMS) mechanism, by considering the provisions of the Articles of Association and prevailing laws and regulations. The Board of Commissioners shall seek approval from the Shareholder at the GMS. The remuneration for members of the Board of Commissioners and Board of Directors of the Company for the 2023 fiscal year was determined based on the Resolution of the General Meeting of Shareholders Number SR-39/Wk.MBU.11/10/2024 dated October 15, 2024, on the Determination of Income for the Board of Directors and Board of Commissioners of PT ASDP Indonesia Ferry (Persero) for 2024.

Struktur Remunerasi Direksi dan Dewan Komisaris

Remunerasi yang diberikan kepada Direksi dan Dewan Komisaris berupa Gaji atau Honorarium, Tunjangan, dan Fasilitas serta Tantiem/Insentif Kinerja/Insentif Khusus. Komponen remunerasi Direksi dan Dewan Komisaris Perusahaan secara rincian diuraikan sebagai berikut:

Remuneration Structure of the Board of Directors and Board of Commissioners

The remuneration provided to the Board of Directors and the Board of Commissioners consists of Salary or Honorarium, Benefits, and Facilities, as well as Bonuses (Tantiem)/Performance Incentives/Special Incentives. The detailed components of remuneration for the Company's Board of Directors and Board of Commissioners are outlined as follows:

Struktur Remunerasi Direksi dan Dewan Komisaris

Remuneration Structure of the Board of Directors and Board of Commissioners

Jabatan Position	Komponen Remunerasi Remuneration Component	Penetapan Komponen Remunerasi Determination of Remuneration Component	
Dewan Komisaris Board of Commissioners	Honorarium	- Honorarium Komisaris Utama ditetapkan sebesar 45% (empat puluh lima persen) dari Gaji Direktur Utama. - Honorarium Komisaris ditetapkan sebesar 90% (sembilan puluh persen) dari Honorarium Komisaris Utama.	- The honorarium for the President Commissioner is set at 45% (forty-five percent) of the President Director's salary. - The honorarium for a Commissioner is set at 90% (ninety percent) of the President Commissioner's honorarium.
	Tunjangan Hari Raya Religious Holiday Allowance	Tunjangan Hari Raya untuk Anggota Dewan Komisaris diberikan sebesar 1 (satu) kali Honorarium masing-masing Anggota Dewan Komisaris.	The Religious Holiday Allowance (THR) for members of the Board of Commissioners is granted in the amount of 1 (one) time the honorarium of each respective member of the Board of Commissioners.
	Tunjangan Transportasi Transportation Allowance	Tunjangan transportasi diberikan sebesar 20% (dua puluh persen) dari Honorarium masing-masing anggota Dewan Komisaris.	Transportation allowance is granted at 20% (twenty percent) of each Board of Commissioners member's honorarium.
	Asuransi Purna Jabatan Retirement Insurance	Asuransi purna jabatan diberikan dengan ketentuan sebagai berikut: 1. Asuransi purna jabatan diberikan selama menjabat (mulai diangkat sampai berhenti). 2. Premi yang ditanggung oleh Perusahaan paling banyak 25% (dua puluh lima persen) dari Gaji dalam satu tahun. 3. Pemilihan program untuk asuransi purna jabatan ditetapkan oleh masing-masing anggota Direksi dan Dewan Komisaris BUMN. 4. Pemberian premi, iuran atau istilah lain yang relevan untuk asuransi purna jabatan, sudah termasuk di dalamnya premi untuk asuransi kecelakaan dan kematian.	Retirement insurance is provided under the following conditions: 1. Retirement insurance is granted during the term of office (from the date of appointment until termination). 2. The premium borne by the Company shall be a maximum of 25% (twenty-five percent) of the annual salary. 3. The choice of retirement insurance program is determined by each member of the Board of Directors and the Board of Commissioners of the SOE. 4. The provision of premiums, contributions, or other relevant terms for retirement insurance includes coverage for accident and life insurance.
	Fasilitas Kesehatan Health Benefit	Perusahaan wajib memberikan fasilitas kesehatan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan. Fasilitas kesehatan diberikan kepada anggota Dewan Komisaris beserta seorang istri/suami dan maksimal tiga) orang anak yang belum mencapai usia 25 tahun dengan ketentuan apabila anak yang belum berusia 25 tahun tersebut pernah menikah atau pernah bekerja maka yang bersangkutan tidak berhak	The Company is required to provide healthcare benefits in the form of health insurance or reimbursement of medical expenses. Healthcare benefits are provided to members of the Board of Commissioners along with one spouse and up to 3 (three) children under the age of 25, with the condition that if a child under 25 has ever been married or employed, they are no longer eligible for healthcare benefits. The healthcare benefits include:

Struktur Remunerasi Direksi dan Dewan Komisaris

Remuneration Structure of the Board of Directors and Board of Commissioners

Jabatan Position	Komponen Remunerasi Remuneration Component	Penetapan Komponen Remunerasi Determination of Remuneration Component	
		mendapatkan fasilitas kesehatan. Fasilitas kesehatan diberikan berupa: 1. Rawat jalan dan obat; 2. Rawat inap dan obat; dan 3. <i>Medical check up</i> .	1. Outpatient care and medication; 2. Inpatient care and medication; 3. Medical check-up.
	Fasilitas Bantuan Hukum Legal Aid	Fasilitas bantuan hukum diberikan dalam bentuk pembiayaan jasa kantor pengacara/konsultan hukum yang meliputi proses pemeriksaan sebagai saksi, tersangka, dan terdakwa di lembaga peradilan.	Legal aid facilities are provided in the form of funding for legal services from a law firm/legal consultant, covering legal proceedings in which the individual is involved as a witness, suspect, or defendant in a court of law.
	Tantiem/Insentif Kinerja Tantiem/ Performance Incentive	1. Komisaris Utama ditetapkan sebesar 45% (empat puluh lima persen) dari Direktur Utama. 2. Wakil Komisaris Utama ditetapkan sebesar 42,5% (empat puluh dua koma lima persen) dari Direktur Utama. 3. Anggota Dewan Komisaris ditetapkan sebesar 90% (sembilan puluh persen) dari Komisaris Utama.	1. The President Commissioner is entitled to 45% (forty-five percent) of the President Director's remuneration. 2. The Vice President Commissioner is entitled to 42.5% (forty-two point five percent) of the President Director's remuneration. 3. Members of the Board of Commissioners are entitled to 90% (ninety percent) of the President Commissioner's remuneration.
Direksi Board of Directors	Gaji Salary	1. Gaji Direktur Utama ditetapkan dengan menggunakan pedoman internal yang ditetapkan oleh Pemegang Saham. 2. Gaji Wakil Direktur Utama ditetapkan sebesar 90% (sembilan puluh persen) dari Gaji Direktur Utama. 3. Anggota Direksi lainnya ditetapkan sebesar 85% (delapan puluh lima persen) dari Gaji Direktur Utama.	1. The President Director's salary is determined based on internal guidelines established by the Shareholders. 2. The Vice President Director's salary is set at 90% (ninety percent) of the President Director's salary. 3. The salaries of other members of the Board of Directors are set at 85% (eighty-five percent) of the President Director's salary.
	Tunjangan Hari Raya Religious Holiday Allowance	Tunjangan Hari Raya untuk Direksi diberikan sebesar 1 (satu) kali gaji masing-masing Direksi.	The Religious Holiday Allowance for the Board of Directors is granted in an amount equal to one month's salary for each member of the Board of Directors.
	Tunjangan Perumahan Housing Allowance	Tunjangan perumahan termasuk biaya utilitas diberikan secara bulanan sebesar 40% (empat puluh persen) dari Gaji, dengan ketentuan paling banyak sebesar: 1. Rp27.500.000 (dua puluh tujuh juta lima ratus ribu Rupiah) untuk wilayah Ibu Kota Negara. 2. Rp25.000.000 (dua puluh lima juta Rupiah) untuk wilayah Ibu Kota Provinsi. 3. Rp22.500.000 (dua puluh dua juta lima ratus ribu Rupiah) untuk wilayah Kabupaten dan Kota. 4. Tunjangan Perumahan diberikan apabila BUMN tidak menyediakan fasilitas rumah jabatan Direksi.	The housing allowance, including utility costs, is provided monthly at 40% (forty percent) of the salary, with a maximum amount as follows: 1. Rp27,500,000 (twenty-seven million five hundred thousand Rupiah) for the Capital City area. 2. Rp25,000,000 (twenty-five million Rupiah) for Provincial Capital areas. 3. Rp22,500,000 (twenty-two million five hundred thousand Rupiah) for Regency and Municipality areas. 4. The housing allowance is provided only if the SOE does not offer official housing facilities for the Board of Directors.

Struktur Remunerasi Direksi dan Dewan Komisaris

Remuneration Structure of the Board of Directors and Board of Commissioners

Jabatan Position	Komponen Remunerasi Remuneration Component	Penetapan Komponen Remunerasi Determination of Remuneration Component	
	Asuransi Purna Jabatan Retirement Insurance	Asuransi purna jabatan diberikan dengan ketentuan sebagai berikut: 1. Asuransi purna jabatan diberikan selama menjabat (mulai diangkat sampai berhenti). 2. Premi yang ditanggung oleh Perusahaan paling banyak 25% (dua puluh lima persen) dari Gaji dalam satu tahun. 3. Pemilihan program untuk asuransi purna jabatan ditetapkan oleh masing-masing anggota Direksi dan Dewan Komisaris BUMN. 4. Pemberian premi, iuran atau istilah lain yang relevan untuk asuransi purna jabatan, sudah termasuk di dalamnya premi untuk asuransi kecelakaan dan kematian.	Retirement insurance is provided under the following provisions: 1. Retirement insurance is granted during the term of office (from the date of appointment until termination). 2. The premium covered by the Company shall not exceed 25% (twenty-five percent) of the annual salary. 3. The selection of the retirement insurance program is determined by each member of the Board of Directors and Board of Commissioners of the SOE. 4. The payment of premiums, contributions, or other relevant terms for retirement insurance includes premiums for accident and life insurance.
	Fasilitas Kendaraan Vehicle Benefit	Anggota Direksi hanya berhak atas 1 (satu) fasilitas kendaraan dari Perusahaan. Fasilitas kendaraan termasuk di dalamnya biaya pemeliharaan dan operasional diberikan dengan memperhatikan kondisi keuangan Perusahaan. Spesifikasi dan standar kendaraan ditetapkan oleh RUPS/Menteri.	Members of the Board of Directors are entitled to only 1 (one) vehicle facility from the Company. This vehicle facility, including maintenance and operational costs, is provided by considering to the Company's financial condition. The vehicle specifications and standards are determined by the GMS/Minister.
	Fasilitas Kesehatan Health Benefit	Perusahaan wajib memberikan fasilitas kesehatan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan. Fasilitas kesehatan diberikan kepada anggota Direksi beserta seorang istri/suami dan maksimal 3 (tiga) orang anak yang belum mencapai usia 25 tahun dengan ketentuan apabila anak yang belum berusia 25 tahun tersebut pernah menikah atau pernah bekerja maka yang bersangkutan tidak berhak mendapatkan fasilitas kesehatan. Fasilitas kesehatan diberikan berupa: 1. Rawat jalan dan obat; 2. Rawat inap dan obat; dan 3. <i>Medical check up</i> .	The Company is required to provide healthcare facilities in the form of health insurance or reimbursement of medical expenses. Healthcare benefits are granted to members of the Board of Directors, their spouse, and up to 3 (three) children under the age of 25, provided that any child under 25 who has been married or has worked is no longer eligible for such benefits. The healthcare coverage includes: 1. Outpatient care and medication; 2. Inpatient care and medication; 3. Medical check-ups.
	Fasilitas Bantuan Hukum	Fasilitas bantuan hukum diberikan dalam bentuk pembiayaan jasa kantor pengacara/konsultan hukum yang meliputi proses pemeriksaan sebagai saksi, tersangka, dan terdakwa di lembaga peradilan.	Legal aid facilities are provided in the form of financing for legal counsel/law firm services, including proceedings as a witness, suspect, or defendant in judicial institutions.
	Tantiem/Insentif Kinerja	1. Wakil Direktur Utama 90% (sembilan puluh persen) dari Direktur Utama. 2. Anggota Direksi lainnya 85% (delapan puluh lima persen) dari Direktur Utama.	1. The Vice President Director receives 90% (ninety percent) of the President Director's salary. Other members of the Board of Directors receive 85% (eighty-five percent) of the President Director's salary

Besaran Remunerasi Dewan Komisaris dan Direksi

Remunerasi yang diterima oleh masing-masing anggota Direksi dan Dewan Komisaris adalah sebagai berikut:

Remuneration Amount of the Board of Commissioners and Board of Directors

The remuneration received by each member of the Board of Directors and the Board of Commissioners is as follows:

Tabel Rincian Remunerasi Dewan Komisaris
Details of the Remuneration for the Board of Commissioners

Nama Namae	Jabatan Position	Gaji Salary	Tunjangan Benefit				Fasilitas Facility		
			Tunjangan Hari Raya Religious Holiday Allowance	Tunjangan Perumahan Housing Allowance	Asuransi Purna Jabatan Retirement Insurance	Kendaraan Vehicle	Kesehatan Healthcare	Bantuan Hukum Legal Aid	Tantien/ Insentif Kinerja Tantien/ Performance Incentive
Achmad Baidowi	Komisaris Utama President Commissioner	✓	✓	✓	✓	✓	✓	✓	✓
Taufik Rachman	Komisaris Independen Independent Commissioner	✓	✓	✓	✓	✓	✓	✓	✓
Joddy Hernady	Komisaris Commissioner	✓	✓	✓	✓	✓	✓	✓	✓
Elba Damhuri	Komisaris Commissioner	✓	✓	✓	✓	✓	✓	✓	✓
Siti Ariani Muflikhah	Komisaris Independen Independent Commissioner	✓	✓	✓	✓	✓	✓	✓	✓
Susi Meyrista Tarigan	Komisaris Commissioner	✓	✓	✓	✓	✓	✓	✓	✓

Tabel Rincian Remunerasi Direksi
Details of the Remuneration for the Board of Directors

Nama Name	Jabatan Position	Gaji Salary	Tunjangan Benefit				Fasilitas Fasilitas		
			Tunjangan Hari Raya Religious Holiday Allowance	Tunjangan Perumahan Housing Allowance	Asuransi Purna Jabatan Retirement Insurance	Kendaraan Vehicle	Kesehatan Healthcare	Bantuan Hukum Legal Aid	Tantien/ Insentif Kinerja Tantien/ Performance Incentive
Heru Widodo	Direktur Utama President Director	✓	✓	✓	✓	✓	✓	✓	✓
Yossianis Marciano	Wakil Direktur Utama Deputy President Director	✓	✓	✓	✓	✓	✓	✓	✓
Rio Theodore Natalianto Lasse	Direktur Operasi & Transformasi Operations & Transformation Director	✓	✓	✓	✓	✓	✓	✓	✓
Wahyu Wibowo	Direktur SDM dan Layanan Korporasi HR and Corporate Services Director	✓	✓	✓	✓	✓	✓	✓	✓

Tabel Rincian Remunerasi Direksi

Details of the Remuneration for the Board of Directors

Nama Name	Jabatan Position	Gaji Salary	Tunjangan Benefit				Fasilitas Facilities		
			Tunjangan Hari Raya Religious Holiday Allowance	Tunjangan Perumahan Housing Allowance	Asuransi Purna Jabatan Retirement Insurance	Kendaraan Vehicle	Kesehatan Healthcare	Bantuan Hukum Legal Aid	Tantiem/ Insentif Kinerja Tantiem/ Performance Incentive
Djunia Satriawan	Direktur Keuangan, TI, dan Manajemen Risiko Finance, IT, and Risk Management Director	✓	✓	✓	✓	✓	✓	✓	✓
Kusnadi C. Wijaya	Direktur Teknik dan Fasilitas Engineering and Facility Director	✓	✓	✓	✓	✓	✓	✓	✓

Kompensasi Jangka Panjang Berbasis Kinerja

Sepanjang tahun 2024, belum terdapat kebijakan terkait kompensasi atau insentif jangka panjang berbasis kinerja kepada manajemen dan/atau karyawan yang dimiliki oleh Perusahaan, antara lain berupa program kepemilikan saham oleh manajemen (*management stock ownership program/MSOP*) dan/atau program kepemilikan saham oleh karyawan (*employee stock ownership program/ESOP*). Sehingga tidak ada informasi terkait jumlah saham ESOP/MSOP dan realisasinya, jangka waktu pelaksanaan, persyaratan manajemen dan/atau karyawan yang berhak serta harga pelaksanaan atau penentuan harga pelaksanaan.

Performance-Based Long-Term Compensation

Throughout 2024, the Company had not implemented any policies related to long-term performance-based compensation or incentives for management and/or employees, such as a Management Stock Ownership Program (MSOP) and/or an Employee Stock Ownership Program (ESOP). Therefore, there is no information available regarding the number of ESOP/MSOP shares and their realization, implementation period, eligibility criteria for management and/or employees, or the exercise price or method for determining the exercise price.