

Remunerasi Direksi

Remunerasi Direksi PTPN I sebagai *surviving entity* diatur berdasarkan Peraturan Menteri BUMN Nomor PER-13MBU/09/2021 tanggal 24 September 2021 mengenai Perubahan Keenam Atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara, serta Surat Keputusan Direksi PT Perkebunan Nusantara I Nomor I/3082/2021 tanggal 11 Oktober 2021 tentang penetapan penghasilan Direktur, Dewan Komisaris, dan SEVP PT Perkebunan Nusantara I Tahun 2022, sebagai berikut:

Remuneration of the Board of Directors

Remuneration of the Board of Directors of PTPN I as a surviving entity is based on the Regulation of the Minister of State-Owned Enterprises Number PER-13MBU/09/2021 dated September 24, 2021, regarding the Sixth Amendment to the Regulation of the Minister of State-Owned Enterprises Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of the Board of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises, as well as the Decision Letter of the Board of Directors of PT Perkebunan Nusantara I Number I/3082/2021 dated October 11, 2021, on the determination of the income of the Director, Board of Commissioners, and SEVP of PT Perkebunan Nusantara I for the year 2022, the details are as follows:

Jenis Penghasilan Type of Income	Jumlah Total	Keterangan Information
Gaji per bulan Monthly Salary	Rp110.000.000,-	Direktur Director
Tunjangan Hari Raya Holiday allowance	1 bulan Gaji 1 monthly Paycheck	
Fasilitas • Fasilitas kendaraan dinas Facilities • Vehicle Facility	1 unit mobil 1 unit car	Maksimal 3500cc Maximum 3500cc
• Fasilitas Kesehatan • Health Facility	Diberikan fasilitas perobatan Medical treatment provided	Yang bersangkutan dan 1 orang istri serta anak yang belum mencapai usia 25 tahun (belum menikah atau belum bekerja). For the individual and 1 spouse, plus children under 25 years old (unmarried or unemployed).
• Fasilitas Perkumpulan Profesi • Professional Association Facility	Maksimum 1 perkumpulan Maximum 1 association	
• Fasilitas Bantuan Hukum • Legal Assistance Facility	Dibayarkan sesuai pengeluaran (<i>at cost</i>) Paid according to expenses (<i>at cost</i>)	
• Fasilitas Rumah Jabatan • Official Residence Facility	1 unit beserta biaya pemeliharaan dan utilitas 1 unit along with maintenance and utilities	
• Fasilitas <i>Club Membership</i> • Club Membership Facility	Maksimum 1 keanggotaan Maximum 1 membership	
Tantiem/Insentif Kinerja Bonuses/Performance Incentives	Rp.0 Rp.0	

Catatan:
Remunerasi Direksi PTPN I *pasca merger* diatur berdasarkan peraturan dan perundang-undangan yang berlaku.

Notes:
Post-merger remuneration for the Board of Directors of PTPN I is regulated based on applicable law and regulations.

Remunerasi Dewan Komisaris

Remunerasi Dewan Komisaris PTPN I sebagai *surviving entity* diatur berdasarkan pada Peraturan Menteri BUMN Nomor PER-13/MBU/09/2021 tanggal 24 September 2021 tentang Perubahan Keenam Atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara serta surat I/3082/2021 tanggal 11 Oktober 2021 perihal penetapan penghasilan Direktur, Dewan Komisaris, dan SEVP PT Perkebunan Nusantara I untuk Tahun 2022.

Remuneration of the Board of Commissioners

Remuneration of the Board of Commissioners of PTPN I as a surviving entity is based on Minister of SOEs Regulation No. PER-13/MBU/09/2021 dated September 24, 2021, regarding the Sixth Amendment to Minister of State-Owned Enterprises Regulation No. PER-04/MBU/2014 concerning Guidelines for Determining the Remuneration of the Board of Directors, Board of Commissioners, and Board of Supervisors of State-Owned Enterprises, as well as letter I/3082/2021 dated October 11, 2021, regarding the determination of remuneration for the Board of Directors, Board of Commissioners, and Senior Executive Vice President of PT Perkebunan Nusantara I for the year 2022.

Jenis Penghasilan Type of Income	Jumlah Total	Keterangan Information
Honorarium per bulan	45% dari Direktur Utama 90% dari Komisaris Utama	Komisaris Utama Komisaris
Monthly honorarium	45% from the President Director 90% from President Commissioner	President Commissioner Commissioner
Tunjangan <ul style="list-style-type: none"> Tunjangan Transport per bulan Tunjangan Hari Raya 	20% dari Honorarium 1 bulan honorarium	
Allowances <ul style="list-style-type: none"> Monthly Transport Allowance Holiday Allowance 	20% of the Honorarium 1 month honorarium	

Jenis Penghasilan Type of Income	Jumlah Total	Keterangan Information
Fasilitas <ul style="list-style-type: none"> Fasilitas Kesehatan 	Diberikan fasilitas kesehatan	Untuk yang bersangkutan dan 1 orang istri serta anak yang belum mencapai usia 25 tahun belum menikah atau belum bekerja.
Facilities <ul style="list-style-type: none"> Health Facilities 	Provided with health facilities	For the individual and one spouse, as well as children under the age of 25 who are unmarried and not employed.
<ul style="list-style-type: none"> Fasilitas Perkumpulan Profesi Professional Association Facilities 	Maksimum 1 perkumpulan Maximum of 1 professional association	Diberikan hanya uang pangkal (pendaftaran) dan iuran tahunan Only registration fees and annual contributions are provided
<ul style="list-style-type: none"> Fasilitas Bantuan Hukum Legal Aid Facilities 	Diberikan sesuai kebutuhan Provided as needed	Sampai dengan sebagai saksi, tersangka dan terdakwa Up to and including as a witness, suspect, and defendant
Tantiem/Insentif Kinerja	Rp.0	
Bonuses/Performance Incentives	Rp.0	

Catatan:
Remunerasi Dewan Komisaris PTPN I pasca merger diatur berdasarkan peraturan dan perundang-undangan yang berlaku.

Notes:
Post-merger remuneration for the Board of Commissioners of PTPN I is regulated based on applicable law and regulations.