

| Nama<br>Name         | Kewarganegaraan<br>Citizenship       | Pendidikan Terakhir<br>Last Education                        | Usia<br>Age       | Jenis Kelamin<br>Gender |
|----------------------|--------------------------------------|--|-------------------|-------------------------|
| <b>Direksi</b>       |                                      |  |                   |                         |
| Mohammad Abdul Ghani | Warga Negara Indonesia<br>Indonesian | S3 Perencanaan Wilayah<br>Doctor of Regional Planning        | 64<br>Tahun/Years | Laki-laki<br>Male       |
| Denaldy Mulino Mauna | Warga Negara Indonesia<br>Indonesian | S2 Administrasi Bisnis<br>Master of Business Administration  | 52<br>Tahun/Years | Laki-laki<br>Male       |
| Seger Budiarjo       | Warga Negara Indonesia<br>Indonesian | S2 Agribisnis<br>Master of Agribusiness                      | 56<br>Tahun/Years | Laki-laki<br>Male       |
| Sucipto Prayitno     | Warga Negara Indonesia<br>Indonesian | S2 Manajemen Agribisnis<br>Master of Agribusiness            | 61<br>Tahun/Years | Laki-laki<br>Male       |
| Dwi Sutoro           | Warga Negara Indonesia<br>Indonesian | S2 Manajemen<br>Master of Management                         | 52<br>Tahun/Years | Laki-laki<br>Male       |
| M. Iswahyudi         | Warga Negara Indonesia<br>Indonesian | S2 Manajemen Agribisnis<br>Master of Agribusiness Management | 50<br>Tahun/Years | Laki-laki<br>Male       |
| Mahmudi              | Warga Negara Indonesia<br>Indonesian | S2 Science<br>Master of Science                              | 44<br>Tahun/Years | Laki-laki<br>Male       |
| Doni P Gandamihardja | Warga Negara Indonesia<br>Indonesian | S1 Ekonomi<br>Bachelor of Economics                          | 57<br>Tahun/Years | Laki-laki<br>Male       |
| M. Arifin Firdaus    | Warga Negara Indonesia<br>Indonesian | S1 Hukum Internasional<br>Bachelor of International Law      | 55<br>Tahun/Years | Laki-laki<br>Male       |

## KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

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

#### Kebijakan dan Struktur Remunerasi Dewan Komisaris dan Direksi

Kebijakan remunerasi untuk Dewan Komisaris dan Direksi pada tahun buku 2023 telah diatur sesuai dengan Surat Kementerian Badan Usaha Milik Negara Republik Indonesia No. SR-52/Wk1.MBU.C/07 tertanggal 5 Juli 2023 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris PT Perkebunan Nusantara III (Persero) Tahun 2023. Kebijakan ini kemudian diteruskan dengan Surat Keputusan Direksi PT Perkebunan Nusantara III (Persero) No. DSDM/SKPTS/R/109/2023 tanggal 10 Juli 2023, yang menetapkan Penghasilan Direksi dan Dewan Komisaris PT Perkebunan Nusantara III (Persero) Tahun 2023.

#### Policy and Structure of Remuneration for the Board of Commissioners and Directors

The remuneration policy for the Board of Commissioners and Directors for the fiscal year 2023 has been established in accordance with the Letter from the Ministry of State-Owned Enterprises of the Republic of Indonesia No. SR-52/Wk1.MBU.C/07 dated July 5, 2023, regarding the Determination of the Income of the Board of Directors and Board of Commissioners of PT Perkebunan Nusantara III (Persero) for the Year 2023. This policy was subsequently formalized by the Directors' Decision Letter of PT Perkebunan Nusantara III (Persero) No. DSDM/SKPTS/R/109/2023 dated July 10, 2023, which stipulates the 2023 Income of the Board of Directors and Board of Commissioners of PT Perkebunan Nusantara III (Persero).

Berikut ini merupakan uraian tentang honorarium dan gaji yang diterima oleh Dewan Komisaris dan Direksi di tahun 2023:

The following is a detailed description of the honorarium and salaries received by the Board of Commissioners and Directors in 2023:

| Dewan Komisaris<br>Board of Commissioners                          |   |
|--|---|
| Komisaris Utama<br>President Commissioner                          | 45% dari Direktur Utama<br>45% from the President Director  |
| Anggota Dewan Komisaris<br>Members of the Board of Commissioners   | 90% dari Komisaris Utama<br>90% from the President Director |
| Direksi<br>Board of Directors                                      |   |
| Direktur Utama<br>President Director                               | 100%  |
| Wakil Direktur Utama<br>Vice President Director                    | 90% dari Direktur Utama<br>90% from the President Director  |
| Anggota Direksi Lainnya<br>Other Members of the Board of Directors | 85% x Direktur Utama<br>85% of the President Director       |

Penghitungan besar penghasilan yang didapatkan oleh Dewan Komisaris dan Direksi dihitung oleh manajemen dan dibantu oleh konsultasi independen dengan pedoman Peraturan Menteri Badan Usaha Milik Negara. Sementara pada tunjangan dan fasilitas yang didapatkan oleh Dewan Komisaris dan Direksi ditetapkan berdasarkan Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara yang terakhir kali diubah melalui Peraturan Menteri BUMN No. PER-13/MBU/09/2021, Rincian mengenai tunjangan dan fasilitas Dewan Komisaris dapat dilihat melalui tabel berikut:

The calculation of the income received by the Board of Commissioners and Directors is determined by the management and supported by independent consulting, following the guidelines of the Regulation of the Minister of State-Owned Enterprises. Meanwhile, the allowances and facilities received by the Board of Commissioners and Directors are established based on the Regulation of the Minister of State-Owned Enterprises No. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises, which was last amended by the Regulation of the Minister of State-Owned Enterprises No. PER-13/MBU/09/2021. Details regarding the allowances and facilities for the Board of Commissioners can be seen in the following table:

### Tunjangan dan Fasilitas Dewan Komisaris Allowances and Facilities for the Board of Commissioners

| No. | Jenis Penghasilan<br>Type of Income                          | Keputusan<br>Decision  | Keterangan<br>Remarks  |
|-----|--|--|--|
| 1.  | <b>Tunjangan Allowance</b>                                   |  |  |
|     | Tunjangan Hari Raya Keagamaan<br>Religious Holiday Allowance | 1(satu) kali honorarium<br>1(one) time honorarium  | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times lastly with PER-03/MBU/03/2023 |
|     | Asuransi Purna Jabatan<br>Post-Employment Insurance          | Premi yang ditanggung oleh Perusahaan sebesar maksimal 25% dari honorarium dalam 1 tahun honorer<br>honorarium dalam 1 tahun The premium borne by the Company is maximum 25% of the honorarium in 1 year | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times lastly with PER-03/MBU/03/2023 |

| No. | Jenis Penghasilan<br>Type of Income                    | Keputusan<br>Decision  | Keterangan<br>Remarks  |
|-----|--|--|--|
|     | Tunjangan Transportasi<br>Transportation Allowance     | 20% dari honorarium per bulan<br>20% of honorarium per month   | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times lastly with PER-03/MBU/03/2023 |
| 2.  | <b>Fasilitas</b><br>Facilities                         |  |  |
|     | Fasilitas Kesehatan<br>Health Facilities               | Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan sebesar pemakaian (at cost)<br>In the form of health insurance or reimbursement of medical expenses as much as usage (at cost) | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times lastly with PER-03/MBU/03/2023 |
|     | Fasilitas Bantuan Hukum<br>Legal Assistance Facilities | Sebesar pemakaian (at cost)<br>As much as usage (at cost)  | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times lastly with PER-03/MBU/03/2023 |

### Tunjangan dan Fasilitas Direksi Allowances and Facilities for the Board of Directors

| No. | Jenis Penghasilan<br>Type of Income                          | Keputusan<br>Decision   | Keterangan<br>Remarks   |
|-----|--|---|---|
| 1.  | <b>Tunjangan</b><br>Allowance                                |   |   |
|     | Tunjangan Hari Raya Keagamaan<br>Religious Holiday Allowance | 1 (satu) kali honorarium<br>1 (one) time honorarium   | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times, most recently by PER-03/MBU/03/2023  |
|     | Asuransi Purna Jabatan<br>Post-Employment Insurance          | Premi yang ditanggung oleh Perusahaan sebesar maksimal 25% dari honorarium dalam 1 tahun honorer<br>Premiums covered by the Company up to a maximum of 25% of the honorarium within 1 year of service   | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times, most recently by PER-03/MBU/03/2023  |
|     | Tunjangan Perumahan<br>Housing Allowance                     | Rp25.000.000 per bulan<br>Rp25.000.000 per month  | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023 apabila menyediakan rumah jabatan maka wajib digunakan sampai masa jabatan Direksi berakhir dan yang bersangkutan tidak diberikan Tunjangan Perumahan<br>In accordance with PER-04/MBU/2014, as amended several times, most recently by PER-03/MBU/03/2023, if official residences are provided, they must be used until the end of the Directors' term of office, and no Housing Allowance will be given. |
| 2.  | <b>Fasilitas</b><br>Facilities                               |   |   |
|     | Fasilitas Kendaraan<br>Vehicle Facility                      | 1 (satu) unit beserta biaya pemeliharaan dan biaya operasional, dengan memperhatikan kondisi keuangan Perusahaan<br>1 (one) unit along with maintenance costs and operational costs, by taking into account the Company's financial condition | Spesifikasi dan jenis kendaraan diatur oleh Dewan Komisaris dengan batas maksimal 3.500 cc untuk kendaraan berbahan bakar minyak atau batas maksimal 100 kWh untuk kendaraan bermotor listrik berbasis baterai (battery electric vehicle)<br>Vehicle specifications and types are regulated by the Board of Commissioners with a maximum limit of 3,500 cc for oil-fueled vehicles or a maximum limit of 100 kWh for battery electric vehicles  |

| No. | Jenis Penghasilan<br>Type of Income                    | Keputusan<br>Decision  | Keterangan<br>Remarks  |
|-----|--|--|--|
|     | Fasilitas Kesehatan<br>Health Facilities               | Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan sebesar pemakaian ( <i>at cost</i> )<br>In the form of health insurance or reimbursement of medical expenses as much as usage ( <i>at cost</i> ) | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times, most recently by PER-03/MBU/03/2023 |
|     | Fasilitas Bantuan Hukum<br>Legal Assistance Facilities | Sebesar pemakaian ( <i>at cost</i> )<br>As much as usage ( <i>at cost</i> )  | Sesuai PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-03/MBU/03/2023<br>In accordance with PER-04/MBU/2014 as amended several times, most recently by PER-03/MBU/03/2023 |

## Prosedur Pengusulan dan Penetapan Remunerasi Dewan Komisaris dan Direksi

Besaran remunerasi Dewan Komisaris mengacu pada ketentuan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara yang terakhir kali diubah melalui Peraturan Menteri BUMN No. PER-03/MBU/03/2023. Besaran remunerasi yang didapatkan oleh Dewan Komisaris dikaji oleh konsultan independen yang memiliki kompetensi sesuai bidangnya.

Hasil penghitungan yang telah dikaji oleh konsultan independen kemudian disampaikan kepada Dewan Komisaris PT Perkebunan Nusantara III (Persero) untuk mendapatkan tanggapan. Setelah itu, Dewan Komisaris mengajukan usulan remunerasi bagi Direksi dan Dewan Komisaris kepada Menteri Badan Usaha Milik Negara, selaku pemegang saham PT Perkebunan Nusantara III (Persero). Langkah tersebut diambil dan mengacu pada ketentuan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan peraturan yang berlaku, ketentuan mengenai remunerasi bagi Direksi dan Dewan Komisaris PT Perkebunan Nusantara III (Persero) ditetapkan dalam Rapat Umum Pemegang Saham.

### Indikator untuk Penetapan Remunerasi

Penetapan remunerasi bagi Dewan Komisaris dan Direksi mengikuti pedoman yang tertera dalam Peraturan Menteri BUMN No. PER-04/MBU/2014, yang telah direvisi dengan Peraturan Menteri BUMN No. PER-03/MBU/03/2023 mengenai panduan penetapan penghasilan bagi Direksi dan Dewan Komisaris.

Selanjutnya, dalam menetapkan jumlah remunerasi untuk Dewan Komisaris dan Direksi, digunakan indikator kinerja manajemen. Indikator tersebut diatur dalam kontrak manajemen antara Direksi dan Dewan Komisaris yang berisi target-target Rencana Kerja dan Anggaran Perusahaan

## Procedure for Proposal and Determination of Remuneration for the Board of Commissioners and Directors

The amount of remuneration for the Board of Commissioners is based on the provisions of Minister of State-Owned Enterprises Regulation No. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises, last amended by Minister of State-Owned Enterprises Regulation No. PER-03/MBU/03/2023. The amount of remuneration received by the Board of Commissioners is assessed by an independent consultant with competence in their respective field.

The results of the assessment conducted by the independent consultant are then presented to the Board of Commissioners of PT Perkebunan Nusantara III (Persero) for their feedback. Subsequently, the Board of Commissioners submits a proposal for remuneration for the Board of Directors and Board of Commissioners to the Minister of State-Owned Enterprises, as the shareholder of PT Perkebunan Nusantara III (Persero). These steps are taken in accordance with the provisions of Law No. 40 of 2007 concerning Limited Liability Companies and applicable regulations. The provisions regarding remuneration for the Board of Directors and Board of Commissioners of PT Perkebunan Nusantara III (Persero) are determined in the General Meeting of Shareholders.

### Indicators for Determining Remuneration

The determination of remuneration for the Board of Commissioners and Directors follows the guidelines outlined in Minister of State-Owned Enterprises Regulation No. PER-04/MBU/2014, which has been revised with Minister of State-Owned Enterprises Regulation No. PER-03/MBU/03/2023 regarding guidelines for determining the income of Board of Directors and Board of Commissioners.

Furthermore, in establishing the amount of remuneration for the Board of Commissioners and Directors, management performance indicators are used. These indicators are set forth in the management contract between the Board of Directors and the Board of Commissioners, which includes targets from

(RKAP) tahun 2023, termasuk target *Key Performance Indicator* (KPI) yang mencakup indikator, pembobotan, dan sasaran yang harus dicapai. Selain itu, dalam menetapkan jumlah remunerasi, dipertimbangkan juga kondisi pasar tenaga kerja di Indonesia serta keuangan Perseroan.

the 2023 Company's Work Plan and Budget (RKAP), including Key Performance Indicators (KPIs) encompassing indicators, weighting, and objectives that must be achieved. Additionally, in determining the amount of remuneration, consideration is given to the labor market conditions in Indonesia as well as the Company's financial situation.

### Jumlah Nominal Tiap-Tiap Komponen Struktur Remunerasi Dewan Komisaris Dan Direksi Di Tahun 2023

Adapun rincian mengenai nominal remunerasi yang didapatkan oleh Dewan Komisaris dan Direksi di tahun 2023 dapat diuraikan sebagai berikut:

### Nominal Amount of Each Component of the Remuneration Structure of the Board of Commissioners and Directors in 2023

The breakdown of the nominal remuneration received by the Board of Commissioners and Directors in 2023 can be outlined as follows:

| Uraian<br>Description  | Jumlah (Rp-juta)<br>Total (Rp-million) |
|--|--|
| Jumlah Remunerasi Dewan Komisaris<br>Total Remuneration of the Board of Commissioners  | 21.397,18                              |
| Jumlah Remunerasi Direksi<br>Total Remuneration of the Board of Directors  | 51.181,60                              |
| Jumlah Remunerasi Dewan Komisaris dan Direksi Tahun 2023<br>Total Remuneration of the Board of Commissioners and Directors in 2023 | 60.807,17                              |

Berikut merupakan pengelompokan nominal remunerasi yang didapatkan oleh Dewan Komisaris dan Direksi, berdasarkan kisaran tingkat penghasilan per bulan:

Below is the categorization of the nominal remuneration received by the Board of Commissioners and Directors, based on their monthly income range:

| Jumlah Remunerasi<br>Total Remuneration                              | Jumlah Orang<br>Number of People          |                               |
|--|---|-------------------------------|
|  | Dewan Komisaris<br>Board of Commissioners | Direksi<br>Board of Directors |
| Di atas Rp2 miliar<br>Above Rp2 billion                              | -   | -                             |
| Di atas Rp1 miliar - Rp2 miliar<br>Above Rp1 billion - Rp2 billion   | -   | 8                             |
| Di atas Rp500 Juta - Rp1 miliar<br>Above Rp500 Million - Rp1 billion | 8   | -                             |
| Rp500 Juta ke bawah<br>Below Rp500 million                           | -   | -                             |

### Bonus Non-Kinerja dan Opsi Saham Dewan Komisaris dan Direksi

Perseroan tidak memberikan bonus non-kinerja dan opsi saham kepada setiap anggota Dewan Komisaris dan Direksi.

### Non-Performance Bonus and Stock Options for the Board of Commissioners and Directors

The Company does not provide non-performance bonuses or stock options to any member of the Board of Commissioners and Directors.