



SURYA PERTIWI

**PT. SURYA PERTIWI TBK
("PERSEROAN")**

KEBIJAKAN REMUNERASI

Remunerasi Dewan Komisaris

Remunerasi Dewan Komisaris pada Perseroan telah disesuaikan dengan ketentuan yang berlaku dan berdasarkan pada prosedur, struktur serta indikator yang menjadi dasar penetapan Remunerasi.

Dasar Hukum Pengungkapan

Pengungkapan Remunerasi Dewan Komisaris pada setiap Laporan Tahunan dilakukan berdasarkan :

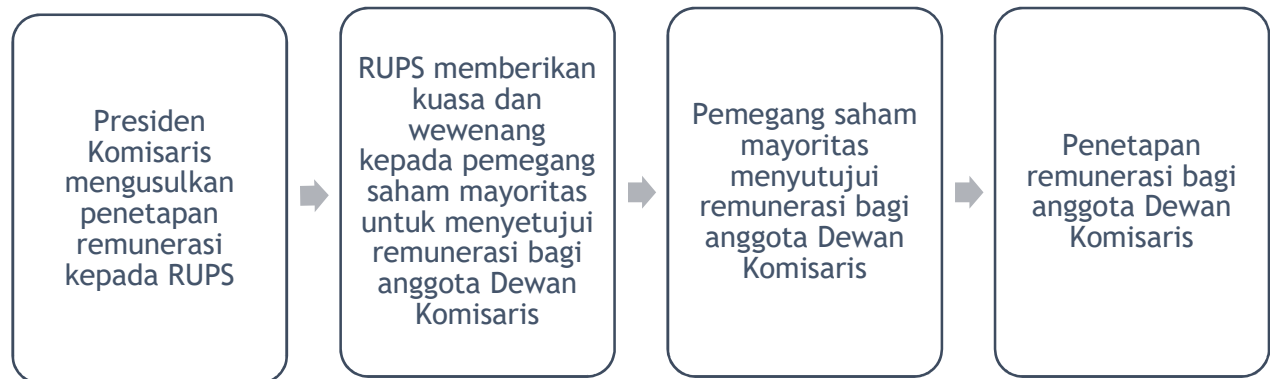
- a. Pasal 21 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Komite Nominasi dan Remunerasi harus melaporkan pelaksanaan tugas, tanggung jawab, dan prosedur Nominasi dan Remunerasi yang dijalankan.
- b. Pasal 22 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Emiten atau Perusahaan Publik wajib mengungkapkan pelaksanaan fungsi terkait Nominasi dan Remunerasi dalam Laporan Tahunan dan situs web Emiten atau Perusahaan Publik.
- c. Pasal 28 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Emiten atau Perusahaan Publik wajib menyesuaikan dengan ketentuan Peraturan Otoritas Jasa Keuangan ini paling lambat 1 (satu) tahun sejak Peraturan Otoritas Jasa Keuangan ini diundangkan.

Prosedur

Berdasarkan Keputusan RUPS Tahunan 2018:

- a. Pemegang Saham Mayoritas untuk menyetujui besarnya honorarium dan tunjangan lainnya yang telah diusulkan oleh Presiden Komisaris yang akan dibayar oleh Perseroan kepada anggota Dewan Komisaris yang menjabat selama Tahun yang bersangkutan;
- b. Pemegang Saham Mayoritas untuk menetapkan pembagian tantiem di antara anggota Dewan Komisaris dan Direksi Perseroan.

Prosedur Pengusulan dan Penetapan Remunerasi Dewan Komisaris



Remunerasi Anggota Direksi

Remunerasi Anggota Direksi pada Perseroan telah disesuaikan dengan ketentuan yang berlaku dan berdasarkan pada prosedur, struktur serta indikator yang menjadi dasar penetapan Remunerasi.

Dasar Hukum Pengungkapan

Pengungkapan Remunerasi Anggota Direksi pada setiap Laporan tahunan dilakukan berdasarkan:

- a. Pasal 21 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Komite Nominasi dan Remunerasi harus melaporkan pelaksanaan tugas, tanggung jawab, dan prosedur Nominasi dan Remunerasi yang dijalankan.
- b. Pasal 22 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Emiten atau Perusahaan Publik wajib mengungkapkan pelaksanaan fungsi terkait Nominasi dan Remunerasi dalam Laporan Tahunan dan situs web Emiten atau Perusahaan Publik.
- c. Pasal 28 Peraturan Otoritas Jasa Keuangan No. 34/POJK.04/2014 Tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik mengungkapkan bahwa Emiten atau Perusahaan Publik wajib menyesuaikan dengan ketentuan Peraturan Otoritas Jasa Keuangan ini paling lambat 1 (satu) tahun sejak Peraturan Otoritas Jasa Keuangan ini diundangkan.

Prosedur

Berdasarkan Keputusan RUPS Tahunan 2018 telah memberikan kuasa dan wewenang kepada :

- a. Dewan Komisaris untuk menentukan besarnya gaji dan tunjangan lainnya kepada anggota Direksi;
- b. Pemegang Saham Mayoritas untuk menyetujui pemberian wewenang kepada Dewan Komisaris untuk menentukan besaran pembagian tantiem di antara Anggota Direksi Perseroan.

Dalam melaksanakan kuasa dan wewenang tersebut, Dewan Komisaris memperhatikan rekomendasi dari Pemegang Saham Mayoritas.

PT. Surya Pertiwi Tbk.

Direksi Perseroan



SURYA PERTIWI

PT. SURYA PERTIWI TBK
("COMPANY")

REMUNERATION POLICY

Board of Commissioners' Remuneration

The Board of Commissioners' remuneration in the Company has been adjusted to the applicable provisions and is based on the procedures, structure and indicators that form the basis for determining Remuneration.

Legal Basis of Disclosure

Disclosure of the Board of Commissioners' Remuneration in each annual report is based on:

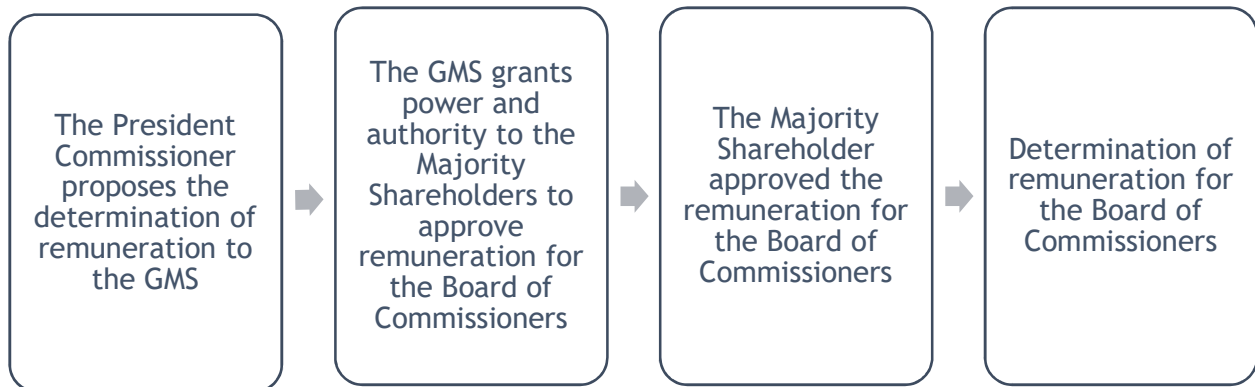
- a. Article 21 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that the Nomination and Remuneration Committee must report on the implementation of the Nomination and Remuneration tasks, responsibilities and procedures carried out.
- b. Article 22 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that Issuers or Public Companies must disclose the implementation of functions related to Nomination and Remuneration in the Annual Report and the website of Issuers or Public Companies.
- c. Article 28 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that Issuers or Public Companies must adjust to the provisions of this Financial Services Authority Regulation no later than 1 (one) year after this Financial Services Authority Regulation is enacted.

Procedure

Based on the decision of the Annual GMS 2018:

- a. Majority Shareholders to approve the amount of honorarium and other benefits that have been proposed by the President Commissioner to be paid by the Company to the Board of Commissioners;
- b. Majority Shareholders to determine the distribution of bonuses between Company's Board of Commissioners.

Procedure and Determination of the Remuneration of the Board of Commissioners



Board of Directors' Remuneration

The Remuneration of the Board of Directors in the Company has been adjusted to the applicable provisions and is based on the procedures, structure and indicators that form the basis for determining Remuneration.

Legal Basis of Disclosure

Disclosure of the Board of Directors' Remuneration in each annual report is based on:

- a. Article 21 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that the Nomination and Remuneration Committee must report on the implementation of the Nomination and Remuneration tasks, responsibilities and procedures carried out.
- b. Article 22 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that Issuers or Public Companies must disclose the implementation of functions related to Nomination and Remuneration in the Annual Report and the website of Issuers or Public Companies.
- c. Article 28 of the Financial Services Authority Regulation No. 34/POJK.04/2014 Regarding the Nomination and Remuneration Committee of Issuers or Public Companies disclose that Issuers or Public Companies must adjust to the provisions of this Financial Services Authority Regulation no later than 1 (one) year after this Financial Services Authority Regulation is enacted.

Procedure

Based on the decision of the Annual GMS 2018 has given the power and authority to:

- a. Board of Commissioners to determine the amount of salaries and other benefits to the Board of Directors;
- b. The Majority Shareholder to approve the granting of power and authority to the Board of Commissioners to determine the distribution of salaries and other benefits to the Board of Directors.

In exercising such power and authority, the Board of Commissioners considers the recommendations of the Majority Shareholders.

PT. Surya Pertiwi Tbk.

Board of Directors