



RAPAT UMUM PEMEGANG SAHAM TAHUNAN |
ANNUAL GENERAL MEETING OF SHAREHOLDERS

PENJELASAN MATA ACARA RAPAT |
AGENDA'S EXPLANATION



06 Juni/June 2022



MATA ACARA/AGENDA: 5

**PENETAPAN REMUNERASI BAGI ANGGOTA DEWAN KOMISARIS
DAN ANGGOTA DIREKSI UNTUK TAHUN 2022**

*DETERMINATION OF REMUNERATION FOR THE BOARD OF
DIRECTORS AND/OR BOARD OF COMMISSIONERS OF THE
COMPANY FOR THE YEAR OF 2022*

DASAR HUKUM | LEGAL BASIS

- ***Pasal 96 jo Pasal 113 Undang Undang Perseroan Terbatas No. 40 Tahun 2007 yang mengatur penetapan remunerasi anggota Direksi dan Dewan Komisaris oleh Rapat Umum Pemegang Saham.***
Article 96 jo Article 113 Company Law No. 40 Year 2007 stipulating the decision of remuneration for Board of Directors and Board of Commissioners taken by the General Meeting of Shareholders.
- **Memperhatikan ketentuan Pasal 15 ayat 7 dan Pasal 18 ayat 7 AD, bahwa anggota Direksi dan/atau anggota Dewan Komisaris diberikan gaji berikut fasilitas dan tunjangan lainnya yang jumlah dan jenisnya ditetapkan oleh RUPS dengan memperhatikan peraturan perundang-undangan yang berlaku.**
Pursuant to Article 15 paragraph 7 and Article 18 paragraph 7 the Company's AOA, whereas members of the Board of Directors and/or members of the Board of Commissioners are given a salary, facilities and other benefits, which the type and its amount is determined by the GMS with due observance of the prevailing laws and regulations.
- ***Sebagai pelaksanaan fungsi remunerasi berdasarkan Peraturan OJK No. 34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik dimana penetapan remunerasi anggota Direksi dan Dewan Komisaris dimandatkan kepada Dewan Komisaris.***
Implementation of the remuneration function based on OJK Regulation No. 34/POJK.04/2014 concerning The Nomination and Remuneration Committee of Issuers or Public Companies whereby decision on remuneration for members of the Board of Directors and the Board of Commissioners is mandated to the Board of Commissioners.



PERMOHONAN PERSETUJUAN | *PROPOSED APPROVAL*

1. Meminta Persetujuan Rapat untuk menetapkan besaran honorarium/gaji, tunjangan, bonus, insentif dan/atau remunerasi lainnya bagi para anggota Dewan Komisaris sesuai dengan struktur dan besaran remunerasi berdasarkan kebijakan remunerasi Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022, minimum kurang lebih sama dengan tahun buku sebelumnya yaitu sebesar Rp2.900.000.000, dengan mempertimbangkan antara lain faktor inflasi dan kondisi keuangan Perusahaan.

Proposed to the Meeting to determine the amount of honorarium/salary, allowances, bonuses, incentives and/or other remuneration for members of the Board of Directors in accordance with the structure and amount of remuneration based on the Company's remuneration policy for the financial year ending on 31 December 2022, minimum approximately at the level of 31 December 2021 of Rp2,900,000,000, taking into account, among others, inflation factors and the Company's financial condition.

2. Memberikan kuasa dan wewenang kepada Dewan Komisaris Perseroan untuk menetapkan besaran honorarium/gaji, tunjangan, bonus, insentif dan/atau remunerasi lainnya bagi para anggota Direksi sesuai dengan struktur dan besaran remunerasi berdasarkan kebijakan remunerasi Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022.

Grant the power and authority to the Board of Commissioners of the Company to determine the amount of honorarium/salary, allowances, bonuses, incentives and/or other remuneration for members of the Board of Directors in accordance with the structure and amount of remuneration based on the Company's remuneration policy for the financial year ending on 31 December 2022.



LIPPO
CIKARANG

TERIMA KASIH / THANK YOU

