



### **Pedoman Kerja Dewan Direksi**

Perusahaan memiliki seorang Direktur Utama dan 2 (dua) orang Direktur, di mana hal tersebut telah sesuai dengan ketentuan Anggaran Dasar Perseroan, di mana Direksi terdiri dari 2 (dua) orang atau lebih anggota Direksi, seorang di antaranya diangkat sebagai Direktur Utama dan Direktur. Apabila di kemudian hari diangkat lebih dari 2 (dua) orang anggota Direksi, maka yang lainnya diangkat sebagai Direktur.

### **Tugas dan Tanggung Jawab**

Berdasarkan Anggaran Dasar Perseroan, berikut ini adalah tugas dan tanggung jawab Direksi:

1. Memimpin dan mengurus Perseroan sesuai dengan maksud dan tujuan Perseroan,
2. Memelihara dan mengurus kekayaan Perseroan,
3. Menyusun rencana kerja tahunan yang memuat anggaran tahunan Perseroan yang wajib disampaikan kepada Dewan Komisaris untuk diberikan persetujuan sebelum dimulainya tahun buku yang akan datang, dan
4. Menyelenggarakan RUPS tahunan dan RUPS lainnya sebagaimana diatur dalam peraturan perundang-undangan dan anggaran dasar

Sesuai dengan POJK 33/POJK.04/2014, Direksi wajib secara berkala mengadakan Rapat Direksi sedikitnya 1 (satu) kali dalam sebulan yang dapat dilaksanakan sewaktu-waktu di luar rapat yang sudah dijadwalkan.

### **Prosedur & Dasar Penetapan Remunerasi Direksi**

Prosedur terkait penentuan besaran remunerasi Direksi dijalankan oleh Dewan Komisaris Perseroan dan didasari keputusan Rapat Dewan Komisaris di mana Komisaris Perseroan menjalankan fungsi remunerasi sesuai amanah RUPS.

### **Board of Directors Work Guidelines**

The company has a President Director and 2 (two) Directors, which are in accordance with the provisions of the Company's Articles of Association, where the Board of Directors consists of 2 (two) or more members of the Board of Directors, one of whom is appointed as the President Director and Director. If in the future more than 2 (two) members of the Board of Directors are appointed, the rest are appointed as Directors.

### **Duties and Responsibilities**

Pursuant to the Company's Articles of Association, the following are the duties and responsibilities of the Board of Directors:

1. Leading and managing the Company in accordance to the aims and objectives of the Company,
2. Maintaining and managing the Company's assets,
3. Preparing an annual work plan that contains the Company's annual budget that must be submitted to the Board of Commissioners for approval before the commencement of the next financial year, and
4. Organizing the annual GMS and other GMS as stipulated in the laws and regulations and the articles of association

In accordance with POJK 33/POJK.04/2014, the Board of Directors is required to establish a Board of Directors Meeting at least 1 (once) a month that can be held at any time other than the scheduled meeting.

### **Procedure & Basis for Determining Remuneration of Directors**

Procedures related to determining the amount of remuneration for the Board of Directors are carried out by the Board of Commissioners of the Company which is pursuant to the decision of the Board of Commissioners Meeting in which the Company's Commissioners carry out the remuneration function according to the mandate of the GMS.





Dalam penentuan besaran Remunerasi Anggota Direksi, dipertimbangkan beberapa aspek sebagai berikut :

1. Key Performance Indicator (KPI),
2. Kinerja Perseroan, dan
3. Pertimbangan sasaran dan strategi jangka panjang Perseroan

### **Penilaian Terhadap Kinerja Komite di bawah Direksi**

Direksi dibantu oleh Audit Internal dalam menjalankan dan menerapkan sistem pengendalian internal khususnya terkait pengelolaan keuangan Perseroan. Sepanjang tahun 2021 Audit Internal telah berkoordinasi dengan Direksi dan telah melaksanakan tugas dan tanggung jawabnya dengan baik.

In determining the amount of remuneration for members of the Board of Directors, the following aspects are considered:

1. Key Performance indicator (KPI),
2. Company Performance, and
3. Consideration of the Company's long-term goals and strategies

### **Assessment of the Performance of Committees under the Board of Directors**

The Board of Directors is assisted by Internal Audit in running and implementing the internal control system, particularly in relation to the financial management of the Company. Throughout 2021, Internal Audit has been collaborating with the Board of Directors and carrying out its duties and responsibilities properly.

