

## PROSEDUR PENETAPAN REMUNERASI DEWAN KOMISARIS & DIREKSI

*Board of Directors and Board of Commissioners*

### PENGUNGKAPAN PROSEDUR PENETAPAN REMUNERASI

Mekanisme remunerasi dan pemberian fasilitas bagi Direksi dan Dewan Komisaris ditetapkan dalam Surat Keputusan No. 056/253/DIR/HCT/KEP tanggal 14 November 2017 Tentang Pemberian Remunerasi Bagi Direksi dan Dewan Komisaris Beserta Fasilitasnya PT Bank Pembangunan Daerah Jawa Timur Tbk

### *Disclosure of Remuneration Procedure*

*Board of Directors and Board of Commissioners remuneration and facility procedure is stated under Decree Number 056/253/DIR/HCT/KEP/2014 Dated November 14, 2017 regarding Board of Directors and Board of Commissioners Remuneration and Facilities Procedure in PT Bank Pembangunan Daerah Jawa Timur Tbk.*

### PROSEDUR PENETAPAN REMUNERASI

Prosedur penetapan remunerasi Direksi dapat digambarkan sebagai berikut:

### *Remuneration Procedure*

*Board of Directors remuneration procedure is illustrated below:*



### REMUNERASI DAN FASILITAS BAGI DIREKSI DAN DEWAN KOMISARIS

Pelaksanaan remunerasi dan pemberian fasilitas bagi Direksi dan Dewan Komisaris dilaksanakan berdasarkan pertimbangan Akta Berita Acara RUPS Tahunan Tahun Buku 2015 No. 97 tanggal 29 Januari 2016 berdasarkan pertimbangan tersebut, mekanisme remunerasi dan pemberian fasilitas bagi Direksi dan Dewan Komisaris ditetapkan dalam Surat Keputusan Bank Nomor 056/253/DIR/HCT/KEP tanggal 14 November 2017, tentang Pemberian remunerasi bagi Direksi dan Dewan Komisaris beserta fasilitasnya PT Bank Pembangunan Daerah Jawa Timur Tbk. Adapun remunerasi dan pemberian fasilitas Direksi dan Dewan Komisaris secara umum adalah sebagai berikut :

### *Remuneration and Facilities for Board of Directors and Board of Commissioners*

*Remuneration and facilities package allocation for Board of Directors and Board of Commissioners are carried out according to the consideration of AGMS Fiscal Year 2015 No. 97 dated January 29, 2016, according to this consideration, Board of Directors and Board of Commissioners remuneration and facility procedure is stated under Bank Decree No. 056/253/DIR/HCT/KEP dated November 14, 2017 regarding Remuneration and Facility for Board of Directors and Board of Commissioners of PT Bank Pembangunan Daerah Jawa Timur Tbk. The general remuneration and facility for Board of Directors and Board of Commissioners are as follows:*

| GAJI /HONORARIUM DIREKSI DAN DEWAN KOMISARIS<br><i>Board of Directors and Board of Commissioners Salary/Honorarium</i> |  |   |
|--|--|---|
| JABATAN<br><i>Position</i>   | GAJI/ HONORARIUM NETTO PER BULAN<br><i>Salary/Honorarium Net per Month</i> | KETERANGAN<br><i>Description</i>  |
| <b>Direktur Utama</b><br><i>President Director</i>   | Rp 130.000.000,-   |   |
| <b>Direktur</b><br><i>Director</i>   | Rp 117.000.000,-   | Gaji/Honorarium Direktur adalah 90% dari Gaji/ Honorarium Direktur Utama<br><i>Director's Salary/Honorarium is 90% of President Director's Salary/Honorarium</i>                      |
| <b>Komisaris Utama</b><br><i>President Commissioners</i>   | Rp 58.500.000,-  | Gaji/Honorarium Komisaris Utama adalah 45% dari Gaji Honorarium Direktur Utama.<br><i>President Commissioner's Salary/Honorarium is 40% of President Director's Salary/Honorarium</i> |
| <b>Komisaris</b><br><i>Commissioners</i>   | Rp 52.650.000,-  | Gaji/Honorarium Komisaris adalah 90% dari Gaji/ Honorarium Komisaris Utama.<br><i>Commissioner's Salary/Honorarium is 90% of President Commissioner's Salary/Honorarium</i>           |

Pada tahun 2017, paket remunerasi bagi Direksi dan Dewan Komisaris adalah sebagai berikut :

*In 2017, Remuneration package for Board of Directors and Board of Commissioners is as follows:*

| PAKET REMUNERASI DIREKSI DAN DEWAN KOMISARIS 2017<br><i>Board of Directors and Board of Commissioners Remuneration Package 2017</i>  |  |                   |  |                  |
|--|--|-------------------|--|------------------|
| JUMLAH REMUNERASI DAN FASILITAS LAIN<br><i>Total of Remuneration and Other Facilities</i>  | JUMLAH DITERIMA DALAM 1 (SATU) TAHUN<br><i>Total Annual Amount</i> |                   |  |                  |
|  | DIREKSI<br><i>Board of Directors</i>                               |                   | DEWAN KOMISARIS<br><i>Board of Commissioners</i> |                  |
|  | ORANG<br><i>Persons</i>  | RUPIAH            | ORANG<br><i>Persons</i>                          | RUPIAH           |
| Remunerasi (gaji, bonus, tunjangan rutin, tantiem dan fasilitas lainnya dalam bentuk non natura)<br><i>Remuneration (salary, bonus, regular allowance, incentives and other facilities in non-natura form)</i> | 7  | 26.093.563.901,81 | 5  | 9.548.458.280,51 |
| Fasilitas lain dalam bentuk natura 32 (asuransi)<br><i>Other facilities in natura 32 (insurance) form</i>  | 7  | 0                 | 5  | 0                |

Jumlah anggota Direksi dan Dewan Komisaris yang menerima paket remunerasi dalam tahun 2017 yang dikelompokkan dalam kisaran tingkat penghasilan, sebagai berikut :

*Total Board of Directors and Board of Commissioners members who receive remuneration package in 2017 classified by amount of the remuneration is as follows:*

| JUMLAH ANGGOTA DIREKSI DAN DEWAN KOMISARIS YANG MENERIMA PAKET REMUNERASI 2017<br><i>Number of Board of Directors and Board of Commissioners Who Receive Remuneration Package in 2017</i> |                                      |  |
|---|--------------------------------------|--|
| JUMLAH REMUNERASI DAN FASILITAS LAIN<br><i>Total Remuneration and Other Facilities</i>  | DIREKSI<br><i>Board of Directors</i> | KOMISARIS<br><i>Board of Commissioners</i> |
| Diatas Rp 2 miliar<br><i>Above Rp 2 billion</i>   | 4                                    | 5  |
| Diatas Rp 1 miliar s.d Rp 2 miliar<br><i>Above Rp 1 billion to Rp 2 billion</i>   | 3                                    | -  |
| Diatas Rp 500 juta s.d Rp 1 miliar<br><i>Above Rp 500 million to Rp 1 billion</i>   | -                                    | -  |
| Rp 500 juta kebawah<br><i>Below Rp 500 million</i>  | -                                    | -  |

#### FASILITAS BAGI DEWAN KOMISARIS

#### *Facilities for Board of Commissioners*

- Fasilitas kesehatan, asuransi jiwa (dalam USD) dan asuransi penghargaan akhir masa jabatan:
    - Fasilitas kesehatan termasuk untuk istri dan anak yang masih menjadi tanggungan atau tidak ditanggung oleh instansi lain dibayarkan at cost yang terdiri atas:
      - Biaya pengobatan di dalam negeri
      - Biaya pengobatan di luar negeri, dengan ketentuan sebagai berikut:
        - Adanya pernyataan dari Rumah Sakit atau dokter yang menangani bahwa penyakitnya tidak dapat ditangani oleh dokter dalam negeri;
        - Mendapat persetujuan dari Direksi.
    - Asuransi jiwa untuk:
      - Komisaris Utama sebesar USD 80.000
      - Komisaris sebesar USD 64.000
    - Asuransi penghargaan akhir jabatan sebesar 38 kali gaji terakhir.
  - Kendaraan dinas dan BBM serta pengemudinya:
    - Kendaraan dinas dan perawatannya sesuai kemampuan dan kepatutan bank.
    - BBM dan pengemudi sesuai dengan ketentuan bank.
  - Fasilitas lain-lain termasuk diantaranya bantuan BBM dan biaya komunikasi ditetapkan maksimal 20% dari gaji.
  - Pakaian dinas sesuai dengan ketentuan bank.
  - Tambahan penghasilan lainnya sesuai Rencana Bisnis.
- Health allowance, Life Insurance in USD and Retirement Insurance:*
    - Health Allowance, including for wife and children as dependent or not covered by other agencies and paid at cost, consisting of:*
      - Domestic Medical Treatment*
      - Overseas Medical Treatment, with the following terms and condition:*
        - Medical reference from Hospital or Doctor that the disease can not be cured by domestic doctor;*
        - Approved by Board of Directors.*
    - Life Insurance for:*
      - President Commissioner amounted to USD80,000*
      - Commissioner amounted to USD64,000*
    - Retirement Insurance amounted to 38 times of latest salary.*
  - Operational vehicle altogether with Fuel and Driver:*
    - Operational vehicle and its maintenance based on Bank capacity and fairness.*
    - Fuel and driver according to Bank provision.*
  - Other facilities, including Fuel and communication allowance maximum 20% of salary.*
  - Official uniform based on Bank's provision.*
  - Other additional remuneration based on Business Plan.*

## FASILITAS BAGI DIREKSI

1. Fasilitas kesehatan, asuransi jiwa (dalam USD) dan asuransi penghargaan akhir masa jabatan:
  - a. Fasilitas kesehatan termasuk untuk istri dan anak yang masih menjadi tanggungan atau tidak ditanggung oleh instansi lain dibayarkan at cost yang terdiri atas:
    - Biaya Pengobatan di dalam negeri
    - Biaya pengobatan di luar negeri, dengan ketentuan sebagai berikut:
    - Adanya pernyataan dari Rumah Sakit atau dokter yang menangani bahwa penyakitnya tidak dapat ditangani oleh dokter dalam negeri;
    - Mendapat persetujuan dari Direksi.
  - b. Asuransi jiwa untuk:
    - Direktur Utama sebesar USD 100.000
    - Direktur sebesar USD 90.000
  - c. Asuransi penghargaan akhir jabatan sebesar 48 kali gaji terakhir.
2. Kendaraan dinas dan BBM serta pengemudinya:
  - a. Kendaraan dinas dan perawatannya sesuai kemampuan dan kepatutan bank.
  - b. BBM dan pengemudi sesuai dengan ketentuan bank.
3. Biaya telepon, listrik (PLN), air (PDAM):
  - a. Telepon dibayarkan at cost untuk 1 (satu) nomor handphone dan 1 (satu) nomor fixedphone;
  - b. Listrik(PLN) dan air (PDAM) dibayarkan at cost.
4. Fasilitas rumah/perbaikan dan pengamanan (jika tidak menempati rumah dinas)
  - a. Direktur Utama Rp 30.000.000,-; Direktur Rp 27.000.000- dan diberikan setiap bulan.
  - b. Fasilitas pengamanan/satpam.
5. Member golf dibayarkan at cost.
6. Pakaian dinas sesuai dengan ketentuan bank.
7. Tambahan penghasilan lainnya sesuai Rencana Bisnis.

## Facilities for Board of Directors

1. Health allowance, Life Insurance in USD and Retirement Insurance:
  - a. Health Allowance, including for wife and children as dependent or not covered by other agencies and paid at cost, consisting of:
    - Domestic Medical Treatment
    - Overseas Medical Treatment, with following terms and condition:
    - Medical reference from Hospital or Doctor that the disease cannot be cured by domestic doctor;
    - Approved by Board of Directors.
  - b. Life Insurance for:
    - President Director amounted to USD 100,000
    - Director amounted to USD 90,000
  - c. Retirement Insurance amounted to 48 times of latest salary.
2. Operational vehicle altogether with Fuel and Driver:
  - a. Operational vehicle and its maintenance based on Bank capacity and fairness.
  - b. Fuel and driver according to Bank provision.
3. Phone, Electricity (PLN), water (PDAM) costs:
  - a. Phone will be paid at cost for 1 (one) hand phone and 1 (one) fixed phone number;
  - b. Electricity (PLN) and water (PDAM) are paid at cost.
4. House facility/renovation and security (if not using operational house)
  - a. President Director amounted Rp 30,000,000; Director amounted Rp27,000,000; and paid monthly.
  - b. Security/guard facility.
5. Golf member is paid at cost.
6. Official uniform according to the Bank's regulation
7. Other additional remuneration based on Business Plan

## RASIO GAJI TERTINGGI DAN TERENDAH

### Highest and Lowest Salary Ratio

| RASIO GAJI TERTINGGI DAN TERENDAH<br>Highest and Lowest Salary Ratio  |   |      |
|---|---|------|
| KETERANGAN<br>Description   |   |      |
| Rasio gaji pegawai yang tertinggi dan terendah<br>Highest and lowest employee's salary ratio                        | 1 | 7.59 |
| Rasio gaji Direksi yang tertinggi dan terendah<br>Highest and lowest Board of Directors' salary ratio               | 1 | 1.11 |
| Rasio gaji Komisaris yang tertinggi dan terendah<br>Highest and lowest Board of Commissioners' salary ratio         | 1 | 1.11 |
| Rasio gaji Direksi tertinggi dan pegawai tertinggi<br>Highest Director's salary and Highest Employee's salary ratio | 1 | 5.13 |

## INDIKATOR PERFORMANCE DIREKSI

Berdasarkan Undang-Undang Nomor 40 tahun 2007 tentang Perseroan Terbatas Pasal 96 ayat (1), ketentuan tentang besarnya gaji dan tunjangan anggota Direksi ditentukan berdasarkan ketentuan RUPS dan Pasal 113 yang berbunyi ketentuan tentang besarnya gaji dan tunjangan anggota Komisaris ditentukan berdasarkan ketentuan RUPS. Sehingga dalam hal ini prosedur untuk melaksanakan remunerasi telah disesuaikan dengan peraturan perundang-undangan. Selanjutnya, secara substansial indikator kinerja direksi diukur berdasarkan pencapaian target sesuai rencana bisnis yang telah disusun oleh Direksi dan disetujui oleh Dewan Komisaris antara lain aspek keuangan dan pemasaran, operasional dan SDM serta kepatuhan terhadap perundang-undangan yang telah ditetapkan.

## *Board of Directors Performance Indicator*

*According to the Law No. 40 of 2007 regarding Limited Company, Article 96 point (1), regulation on amount of salary and allowance for Board of Directors members are determined based on GMS provision and Article 113 stated that regulation on amount of salary and allowance for Board of commissioners members are determined based on GMS provision. Hence, in this term, a procedure to determine the remuneration has complied with Law and Regulation. Further, the Board of Directors performance indicators are principally measured based on target achievement according to business plan prepared by Board of Directors and approved by Board of Commissioners on financial and marketing, operational and HR as well as compliance with prevailed Law and Regulation.*