

GCG Implementaion Assessment in 2018 Toward the Board of Commissioners and Board of Directors

REMUNERATION POLICY OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

BRI has a remuneration management policy that has been regulated in accordance with the Financial Services Authority Regulation No: 45/POJK.03/2015 dated December 23, 2015. BRI's remuneration management policy is regulated in a Joint Decree of the Board of Commissioners and Board of Directors No.09-KOM/BRI/11/2017 and Nokep: S.1023-DIR/KPS/11/2017 dated November 30, 2017 regarding BRI Remuneration Governance Policy.

Remuneration policy development process includes:

- a. Background and Objectives of remuneration policy. In order to maintain and retain the Employees, it is necessary to regulate the Remuneration policy that can maintain and enhance the motivation of Employees and encourage the creation of a conducive working climate. The Company prepares a Remuneration policy aiming at attracting potential Employees, maintaining competent Employees and maintaining Employees' motivation to excel.
- b. Evaluation of remuneration policy of the previous year and its improvement. The Bank prepares a Remuneration policy based on practices in the labor market in the banking sector and is constantly reviewing and updating in accordance with changes and business developments with due regard to the Bank's capabilities.
- c. Remuneration independence for employees in the control unit. Employees' Remuneration is arranged based on the position of the Employee through the result of job evaluation. Hence, the Remuneration received by the Employees in the control unit is not related to the supervised unit.

Scope of remuneration and implementation policies per business unit, per region, and at subsidiaries or overseas branch offices.

In order to align with the different levels of transregional overhead, the Bank provides assistance with the high-cost adjustment in the form of Premium Allowance. The Bank conducts regular review of Premium Allowance if necessary in accordance with the expenditure level in each region and the Bank's ability. The Subsidiaries have separate and self-made Remuneration Policy by Subsidiaries.

Risk associated remuneration includes:

The remuneration is associated with risk and is based on the consideration of Employee's Person Grade and/or Job Grade in a wage structure that describes the Employees Remuneration from the lowest to the highest positions. On all positions, a specified wage range is created that represents the minimum wage, midpoint wage (mid-value), and up to the maximum wage. The amount of remuneration received by the Employee is considered equal to the burden and potential risk attached to the position. The higher the position, the higher the Employees' duties and responsibilities in making decisions that have a significant impact on the Bank's risk profile/exposure.

As such, the Bank has established the parties as the Material Risk Takers (MRT), based on certain considerations in accordance with the potential risks arising from a position. For those designated as MRT, the Bank shall suspend variable Remuneration payments partially.

Performance measurement related with remuneration includes:

- a. Remuneration policy toward performance assessment. To encourage Employees to excel, the Bank has a variable compensation program provided to Employees who achieve and exceed the performance targets. The Employees with high achievement will obtain high variable compensation as well. Conversely, the Employees who underachieved will obtain low variable compensation, or do not obtain any variable compensation at all.

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- b. Individual remuneration methods with the bank's performance, unit's performance, and individual's performance.

In the provision of Employees' variable compensation, the amount of compensation value received by the Employees depends on the performance of the Bank, the unit's performance, and the individual's performance in which each component has a target achievement indicator, weight, and independent multiplier factor.

- c. Remuneration adjustment methods toward underachieved performance.

At the beginning of the year, the Bank has established requirements to be met by Employees to obtain variable compensation, one of which is performance achievement. For Employees who do not meet the stipulated requirements, they will not receive any variable compensation.

Remuneration adjustment related to performance and risk which includes:

- a. Remuneration policy on the amount and criteria with suspended variable. Pursuant to Joint Decree of the Board of Directors and Board of Commissioners No. 09KOM/BRI/11/2017 dan S.1023-DIR/KPS/11/2017 dated 30 November 2017 on the Remuneration Governance of PT Bank rakyat Indonesia (Persero) Tbk., has been stipulated the following matters:
1. For parties designated as MRT, some variable remuneration will be suspended.
 2. The amount of suspension for the Board of Directors and Board of Commissioners is 20% of Tantiem.
- b. Remuneration policy on deferred variable which is delayed or cancelled. The Bank may defer payment of Remuneration, which is suspended variable to MRT that proven to perform Individual Fraud.

PROCEDURE FOR DETERMINATION OF REMUNERATION OF THE BOARD OF COMMISSIONERS & DIRECTORS

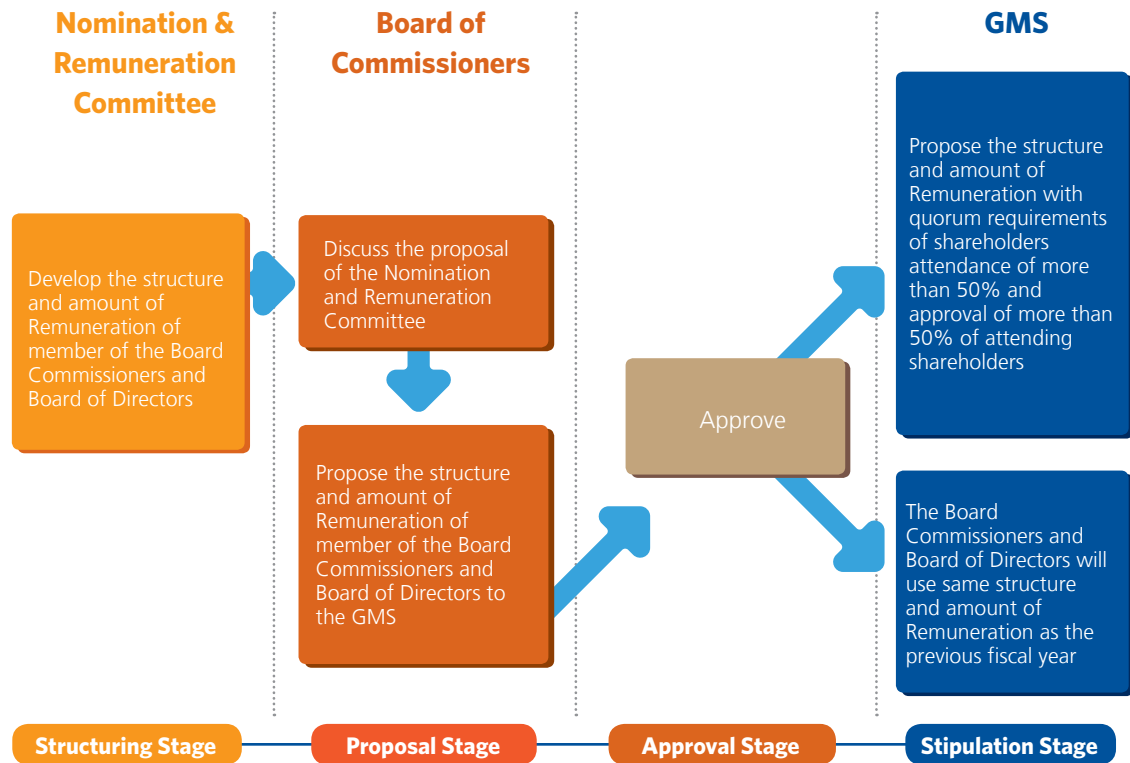
Pursuant to Article 113 of Law Number 40 Year 2007 regarding Limited Liability Company, compensation and benefits for BOC set by the AGM. Furthermore, based on Article 96 of the Act, the salaries and allowances of members of the Board of Directors determined by the GMS and GMS authority in question may be delegated to the Board of Commissioners.

Based on the Regulation of Minister of State-Owned Enterprises PER-01 / MBU / 06/2017 regarding the Second Amendment to the Regulation of Minister of State-Owned Enterprises PER-04 / MBU / 2014 on Guidelines for Determination of Directors, Board of Commissioners and Board of Trustees of State Owned Enterprises, component BOC income consists of: honoraria, allowances, facilities and bonuses.

Based and Regulation of Financial Services Authority / Otoritas Jasa Keuangan (POJK) No. 45 / POJK.03 / 2015 dated December 23, 2015 on Governance Practices in Providing Remuneration for Commercial Banks, Nomination and Remuneration Committee is obliged to carry out an evaluation of the remuneration policy that is based on performance, risk, fairness to the peer group, objectives, and strategies for term long Bank, fulfillment reserve as stipulated in the legislation and the potential of the Bank's income in the future as well as present the results of the evaluation and recommendations to the Board

Guided by the provisions mentioned above, with regard to the recommendation of the Nomination and Remuneration Committee, the Board of Commissioners in each of the Annual General Meeting a proposal regarding the determination of salary / honorarium, benefits and facilities as well as bonuses for members of the Board of Commissioners and Board of Directors to the General Meeting of Shareholders. Nomination and Remuneration Committee provides recommendations after an evaluation by considering the Company's performance, business size, and the survey results in remuneration in the banking industry.

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Procedure Stages	Activities
Structuring	<p>Nomination and Remuneration Committee</p> <p>The Nomination and Remuneration Committee evaluates the structure and amount of the remuneration of the BOC and the BOD by taking into account the Bank's long-term performance, risks, fairness with the peer group, objectives, and strategies, the fulfillment of reserves as stipulated in legislation, will come. Based on the evaluation results, the Nomination and Remuneration Committee recommended the structure and amount of the Remuneration in the BOC's meeting.</p>
Proposal	<p>Board of Commissioners</p> <p>The BOC submits proposals on the determination of honoraria, allowances and facilities and tantiems for members of the BOC and BOD to the General Meeting of Shareholders.</p>
Determination	<p>General Meeting of Shareholders (GMS)</p> <p>The GMS may approve and determine the structure and amount of the remuneration with the quorum requirement of more than 50% shareholder presence and approval by more than 50% of the present shareholders. In the event that the GMS does not approve the proposal, the BoC and BoD will use the same structure and amount of remuneration as in the previous financial year.</p>

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REMUNERATION GOVERNANCE POLICY PROCEDURE

1. Remuneration adjustments are associated with performance and risk.

- a. Remuneration policy on deferred variable and criteria

Based on the Joint Decree of the Board of Directors and Board of Commissioners Number 09-KOM/BRI/11/2017 and S.1023-DIR/KPS/11/2017 dated 30 November 2017, the following matters have been established:

- 1) For parties designated as MRT, part of the variable remuneration will be suspended.
- 2) The amount of suspension for Board of Directors and Board of Commissioners is 10% of Tantiem.

- b. Remuneration policy for deferred variables whose payments are delayed or canceled (Malus).

The company can postpone deferred variable remuneration payments (malus) to the MRT if conditions occur in the form of:

- 1) Proven the existence of Individual Fraud.
- 2) Restatement of the company's financial statements as the basis for determining variable remuneration.
- 3) The risk rating in the last quarter before the time of the Remuneration payment is deferred variable is 4 (Moderate to High) or worse.

2. Name of external consultant and duties related to the remuneration policy.

One of the principles of the Bank's remuneration is externally competitive, in which the Remuneration provided is at a competitive level to the banking industry. As such, the Bank cooperates with Willis Towers Watson in charge of benchmarking and/or conducting Salary Survey, in accordance with the Bank's request regarding remuneration policy.

3. Remuneration package and facilities received by the Board of Directors and Board of Commissioners covering remuneration structure and total amount.

Please view the data on Sub Chapter of the Board of Directors and Board of Commissioners Remuneration Structure.

4. Remuneration packages grouped into income levels received by the Board of Directors and Board of Commissioners within 1 year.

Please view the data on Sub Chapter of the Board of Directors and Board of Commissioners Remuneration Structure.

5. Variable remuneration includes:

- a. The schemes and reasons for the selection of variable remuneration. The compensation to Employees is provided within the framework of a fair, competitive system, and in line with the Bank's needs and capabilities. The compensation is divided into 2 (two), i.e.:

- 1) Fixed compensation, consisting of Basic Salary and Allowances; and
- 2) Variable compensation granted to Employees based on the performance achievement, as follows:

- i. Performance Allowances .
Performance Allowance is a compensation variable stipulated by the Bank at the beginning of the year. Performance Allowances aims to encourage Employees' motivation, to directly reward in achieving and exceeding individual targets, unit target, and bank targets.
- ii. Bonus.
Bonus is a compensation variable not promised by the Bank. Bonus is granted to Employees to give appreciation on the achievement of the Bank's performance.

- b. Reasons for differences in variable remuneration (Board of Directors, Board of Commissioners, and Employees).

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- c. The Company provides greater variable compensation for Marketers. This is due to the following matters:
- Marketer is a profit maker.
 - To encourage Marketers to exceed the target set.
 - Appreciation to Marketers.

The differences in variable compensation are based on consideration of performance achievement and competence, including the achievement of unit performance and bank's performance.

6. Total Board of Directors, Board of Commissioners, and Employees received variable remuneration for 1 (one) year.

Total Board of Directors, Board of Commissioners, and Employees received variable remuneration for 1 (one) year

No	Name	Board of Directors and Board of Commissioners	Variable Remuneration type (suspended) *
1	Suprajarto	President Director	Stock
2	Priyastomo	Director	Stock
3	Kuswiyoto	Director	Stock
4	Haru Koesmahargyo	Director	Stock
5	R Sophia Alizsa Se	Director	Stock
6	Sis Apik Wijayanto	Director	Stock
7	Handayani	Director	Stock
8	Indra Utoyo	Director	Stock
9	Mohammad Irfan	Director	Stock
10	Andrinof A Chaniago	President Commissioner	Cash
11	Gatot Trihargo	Vice President Commissioner	Stock
12	Jeffry J Wurangian	Commissioner	Stock
13	Nicolaus T B Harjanto	Commissioner	Stock
14	Rofikoh Rokhim	Independent Commissioner	Cash
15	A. Fuad Rahmany	Independent Commissioner	Cash
16	Mahmud	Independent Commissioner	Cash
17	A. Sonny Keraf	Independent Commissioner	Cash
18	Tri Wintarto	SEVP BRI (employee 1 levels below the Board of Directors)	Cash
19	Gunawan Sulisty	SEVP BRI (employee 1 levels below the Board of Directors)	Cash

*) Remuneration deferred by a certain percentage for the achievement of the fiscal year 2017 performance

Remarks	Amount	Total (Rp)
Board of Directors	9 person	11.415 million
Board of Commissioners	8 person	5.026 million
Workers	89.944 person	5,5 trillion

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7. Position and total parties of Material Risk Taker The following are parties set as MRT:

- Board of Directors
- Board of Commissioners
- Senior Executive Vice President (SEVP)

8. Share Option owned by the Board of Directors, Board of Commissioners and Executives:

- Share Option Policy
Data is presented in the Share Option sub chapter.
- Total shares owned by the Board of Directors, Board of Commissioners and Executives prior to Share Option facility.

- Refer to sub chapter of Share Ownership of BRI Board of Directors and Board of Commissioners.
- Total Share Option granted. The Share Option quantity considers aspects of the Bank's performance, units, and individuals, and taking into account the stock options that have been allocated for share option policies.
 - Total share option exercised up to the end of 2018. There was no share option exercised in 2018.
 - Given Option Price
Data has been presented in the Share Option sub chapter)
 - The validity period for share option execution
Data has been presented in the Share Option sub chapter.

9. Highest and lowest salary ratio

Salary Ratio	2016	2017	2018
Highest and Lowest Employee Salary	49.47	37.93	36.04
Highest and Lowest Board of Directors Salary	1.11	1.11	1.18
Highest and Lowest Board of Commissioners Salary	1.11	1.11	1.11
Highest Board of Directors Salary and Highest Employee Salary	1.84	2.10	2.56

10. Total recipients and total variable remuneration granted without conditions by the Bank to candidates of the Board of Directors, candidates of the Board of Commissioners, and/or candidated of employees during the first year of employment.

There is no variable compensation guaranteed without condition.

11. Total employees granted termination and total severance paid .

There were no employees granted termination and no total severance paid.

12. Total suspended variable remuneration consisted of cash and/or shares or shares intstruments issued by the Bank.

MRT	Suspended Variable Remuneration	
	Cash	Share
Board of Directors	Rp102.740 million	Rp11.415 million
Board of Commissioners	Rp45.238 million	Rp5.026 million
SEVP	2,36 bilion	None

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13. Details of total remuneration granted within a year.

- a. Fixed or Variable Remuneratio.

Description	Total
Fixed compensation	10.503.547 milion
Variable compensation	5.513.378 milion

- b. Remuneration in cash and/or shares or shares instruments issued by the Bank.

- Monthly Salary
- Religious Holidays Allowances
- Leave Allowances
- Performance Allowances
- Bonus/Tantiem

14. Quantitative information regarding:

- a. Total deferred remuneration, either under implicit or explicit adjustment.
Not yet implemented during current year.
- b. Total remuneration reduction due to explicit adjustment in 2018.
Not yet implemented during current year.
- c. Total remuneration reduction due to implicit adjustment in 2018.
Not yet implemented during current year.

BOARD OF COMMISSIONERS REMUNERATION STRUCTURE

1. Honorarium and Tantiem The Honorarium and Tantiem of the President Commissioner shall be set at 50% of the salary of the President Director, while Honorarium and Tantiem Vice President Commissioners and members of the Board of Commissioners shall be respectively 95% and 90% of the Honorarium of the President Commissioner.
2. Benefits:

Religious Holidays Allowance (THRK)	1) THR is granted since the member was appointed by the General Meeting of Shareholders. 2) The maximum amount of THR is 1 (one) time monthly honorarium and paid-in full
Transportation Allowance	a. Transportation allowance is given each month at 20% of monthly honorarium of each member of the Board of Commissioners b. In the event that the Commissioner has been granted a vehicle facility by way of rental as stipulated in the previous decree, then it is regulated as follows: 1) The provisions of vehicle facilities shall be guided by prior decisions until their lease term expires, and subsequently follow the provisions of point a above. 2) For the Commissioner who resign from his/her position, and the rental period of the vehicle has not expired yet, they will be given the opportunity to buy a vehicle for the remaining unpaid lease, with the purchase price of the vehicle to be negotiated with the vendor. The Commissioner is given a transitional period of 30 (thirty) days to use the vehicle.
Post-Tenure Insurance	a. Commissioner is registered to Post-Tenure Insurance Program. b. Maximum premium is 25% (twenty-five percent) of honorarium per year.
Club Membership Allowance	Given 2 (two) professional Club membership.
Corporate Clothing	Given 2 (two) corporate suits and 1 (one) batik shirt each year.

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3. Facilities

Types	Description
Healthcare	<ol style="list-style-type: none"> Medical and treatment expenses for members of the Board of Commissioner and their family are fully reimbursed by the Company. Covered family members are husband/wife and maximum of 3 (three) children who are not married and working and below 25 (twenty-five) years old. Facilities provided are: 1) outpatient and medication; 2) inpatient and medication; 3) medical check-up. Health facilities such as outpatient and medication mentioned in the letter c including eye examination and medication, as well as glasses purchasing which is fully covered by the Company with the conditions below: <ol style="list-style-type: none"> Reimbursement for frames maximum of Rp15 million in 2 (years) Lens replacement once a year. Medical check-up is provided with below conditions: <ol style="list-style-type: none"> Medical check-up is provided once a year Medical check-up is conducted domestically. In the event that the doctor gives a reference to have overseas treatment, health facility is given entirely. This facility includes transportation and accommodation for the patient and one companion.
Legal Assistance	<ol style="list-style-type: none"> The Bank provides legal assistance in the event of legal situation related to his/her position, the Bank's objectives or business activities. Legal assistance is given with procedures and conditions according to the prevailing Minister of SOEs Regulations.

4. Other Facilities. Members of the Board of Commissioners may be provided with other facilities for the execution of operational duties, such as official travel, laptop/iPad, and driver, pursuant to the Bank's internal rules stipulated in a decision of the Board of Directors.

BOC Remuneration and Facility Amount in 2018

Structure of the Board of Commissioners Remuneration and amenities BRI 2018 financial year

No	Name	Salary (Rp)	THRK (Rp)	Tantiem Fiscal Year 2017 (Rp)	Housing allowances (Rp)	Transport allowance (Rp)	Full Title Insurance Premium (Rp)	Corporate clothing (Rp)	Benefit Communication (Rp)
Board of Commissioners of BRI									
1	Andrinof A Chaniago *)	√	√	√	-	√	√	-	-
2	Gatot Trihargo	√	√	√	-	√	√	-	-
3	A. Fuad Rahmany	√	√	√	-	√	√	√	-
4	A. Sonny Keraf	√	√	√	-	√	√	√	-
5	Jeffry J. Wurangian *****)	√	√	√	-	√	√	√	-
6	Mahmud	√	√	√	-	√	√	-	-
7	Nicolaus T.b Harjanto *)	√	√	√	-	√	√	√	-
8	Rofikoh Rokhim ***)	√	√	√	-	√	√	√	-
9	Hadiyanto *****)	√	√	-	-	√	√	-	-
10	Mustafa Abubakar **)	-	-	√	-	-	-	-	-
11	Ahmad Fuad **)	-	-	√	-	-	-	-	-
12	Adhyaksa Dault *****)	-	-	√	-	-	-	-	-
13	Vincentius Sonny Loho *****)	√	-	√	-	√	√	√	-
Total		14,282,985,003	1,224,300,000	94,975,766,160	-	2,856,597,001	4,064,400,000	165,474,145	-

Information :

*) Appointed by the Annual General Meeting on March 15, 2017

**) Dismissed by the AGM on March 15, 2017

***) Appointed by the Annual General Meeting on October 18, 2017

*****) Dismissed by the AGM on October 18, 2017

*****)) Appointed by the Annual General Meeting on March 22, 2018

*****)) Dismissed by the AGM on March 22, 2018

*****)) Dismissed by the EGM on January 3, 2019 by a letter of resignation dated 20 September 2018

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Board of Commissioners of BRI

Type of Remuneration and Other Facilities	Amount received in one year (2018)	
	Person	millions
Remuneration:		
Salary**	10	14,282
Routine allowance ***	10	4,246
tantiem *	12	94,975
Facilities In The Form Natura:		
transportation	13	2,856
Full Compensation Position	10	4,064
Type of Remuneration / person in one year	Person	Millions
Above Rp 2 Billion	12	38,714
Above 1 bln s / d 2 Billion **	2	5,217
Above Rp 500 millions / d 1 Billion	-	-
Below Rp 500 million	-	-

*) Including the Board of Commissioners who served during the period out of office in 2017 but after the AGM dated March 22, 2018
 **) Including BOC dismissed at the AGM on 22 March 2018 and the EGM dated January 3, 2019
 ***) Allowances consist of THR, Transportation and Corporate clothing

BOARD OF DIRECTORS REMUNERATION STRUCTURE

The remuneration structure of the Board of Directors is stipulated in Decree of the Board of Commissioners No. R.42-KOM/06/2018 dated 06 June 2018 and approval from Serie A Dwiwarna Shareholder as follows:

- 1) Salary and Tantiem. The Salary and Tantiem of the Board of Directors shall be proportionally set toward the salary and tantiem of the President Director, which are 95% fro the Vice President Director and 90% for the Board of Directors.
- 2) Allowances

Types	Amount per BOD Members	Description
Religious Holidays Allowances	Allowances At maximum one (1) time salary per month, pay in full	Given since the appointment by GMS.
Housing Allowances	Rp27,5 million,- /month including utilization cos.	Is not given to members of the BOD that occupy the official residence.
Post Tenure Insurance	Maximum premium of 25% (twenty-five percent) of annual salary.	Included since declared effective from fit and proper test by OJK
Club Membership		President Director/ Vice President Director: <ul style="list-style-type: none"> · 2 (two) Golf Club memberships. · 2 (two) Financial Club memberships. · 1 (one) Fitness Club membership (family club) · 2 (two) Profession Club memberships Directors: <ul style="list-style-type: none"> · 1 (one) Golf membership. · 1 (satu) Fitness Club membership (family club). · 2 (two) Profession Club memberships.
Corporate Clothing		2 (two) corporate suits and 1 (one) batik per year.
Communication	Reimbursed as per cost	Two (2) cellphones that can be replaces per year.

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3. Facilities

Types	Description
Healthcare	<ul style="list-style-type: none"> a. Medical and treatment expenses for members of the BOD and their family are fully reimbursed by the Company. b. Covered family members are husband/wife and maximum of 3 (three) children who are not married and working and below 25 (twenty-five) years old. c. Facilities provided are: 1) outpatient and medication; 2) inpatient and medication; 3) medical check-up. d. Health facilities such as outpatient and medication mentioned in the letter c including eye examination and medication, as well as glasses purchasing which is fully covered by the Company with the conditions below: <ul style="list-style-type: none"> 1. Reimbursement for frames maximum of Rp15 million in 2 (years) 2. Lens replacement once a year. e. Medical check-up is provided with below conditions: <ul style="list-style-type: none"> 1. Medical check-up is provided once a year 2. Medical check-up is conducted domestically. f. In the event that the doctor gives a reference to have overseas treatment, health facility is given entirely. This facility includes transportation and accommodation for the patient and one companion.
Legal Assistance	<ul style="list-style-type: none"> 1) The Bank provides legal assistance in the event of legal situation related to his/her position, the Bank's objectives or business activities. 2) Legal assistance is given with procedures and conditions according to the prevailing Minister of SOEs Regulations.

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BOD Remuneration and Facilities Amount in 2018

Structure of the Board of Directors Remuneration and amenities BRI 2018 financial year

No	Name	Salary (Rp)	THRK (Rp)	Tantiem Fiscal Year 2017 (Rp)	Housing allowances (Rp)	Transport allowance (Rp)	Full Title Insurance Premium (Rp)	Corporate clothing (Rp)	Benefit Communication (Rp)
Board of Directors of BRI									
1	Suprajarto *)	√	√	√	√	√	√	√	√
2	Indra Utoyo *)	√	√	√	√	√	√	√	√
3	Mohammad Irfan	√	√	√	√	√	√	√	√
4	Haru Koesmahargyo	√	√	√	√	√	√	√	√
5	Kuswiyoto	√	√	√	-	√	√	√	√
6	Sis Apik Wijayanto	√	√	√	√	√	√	√	√
7	Priyastomo	√	√	√	√	√	√	√	√
8	R. Sophia Alizsa ***)	√	√	√	√	√	√	√	√
9	Handayani ***)	√	√	√	√	√	√	-	√
10	Supari *****)	√	√	-	√	√	-	√	√
11	Osbal Saragi Rumahorbo *****)	√	√	-	√	√	√	√	√
12	Ahmad Solichin Lutfiyanto *****)	√	√	-	√	√	√	√	√
13	Susy Liestiowaty *****)	√	-	√	√	√	-	-	√
14	Donsuwan Simatupang *****)	√	-	√	√	√	-	√	√
15	Asmawi Syam **)	-	-	√	-	-	-	-	-
16	Sunarso ***)	-	-	√	-	-	-	-	-
17	Randi Anto *****)	-	-	√	-	-	-	-	-
18	Zulhelfi Abidin **)	-	-	√	-	-	-	-	-
Total		40,397,080,644	3,415,500,000	257,021,233,840	4,069,112,903	907,154,516	9,405,000,000	556,710,000	416,599,743

Information :

*) Appointed by the Annual General Meeting on March 15, 2017

**) Dismissed by the AGM on March 15, 2017

***) Appointed by the Annual General Meeting on October 18, 2017

*****) Dismissed by the AGM on October 18, 2017

*****) Appointed by the Annual General Meeting on March 22, 2018

*****) Dismissed by the AGM on March 22, 2018

*****) Dismissed by the EGM on January 3, 2019 by a letter of resignation dated 20 September 2018

Directors of Bank BRI

Type of Remuneration and Other Facilities	Amount received in one year (2018)	
	Person	millions
Remuneration:		
Salary**	14	40,397
Routine allowance ***	14	9,365
tantiem *	13	257,031
Facilities In The Form Natura:		
transportation	12	907
Full Compensation Position	12	9,405
Type of Remuneration / person in one year	Person	Milions
Above Rp 2 Billion	12	38,714
Above 1 bln s / d 2 Billion **	2	5,217
Above Rp 500 million s / d 1 Billion	-	-
Below Rp 500 million	-	-

*) Including the Board of Directors in the period out of office in 2017 but after the AGM dated March 22, 2018

**) Includes the Board of Directors terminated the AGM dated March 22, 2018

***) consists of THR allowance, housing allowance, transportation and apparel Corporate