

## KOMITE AUDIT

### Audit Committee

Komite Audit berfungsi sebagai organ pendukung yang membantu Dewan Komisaris, dibentuk oleh dan bertanggung jawab kepada Dewan Komisaris, dengan tujuan membantu Dewan Komisaris dalam melaksanakan tugas *monitoring*, evaluasi, supervisi, dan pengawasan terhadap pengelolaan Perseroan.

The Audit Committee serves as a supporting organ that assists the Board of Commissioners. It is established by and reports to the Board of Commissioners, with the aim of assisting the Board of Commissioners in performing the duties of monitoring, evaluation, supervision, and oversight of the management of the Company.

#### SUSUNAN KOMITE AUDIT

Anggota Komite Audit yang bukan berasal dari anggota Dewan Komisaris, maksimal berjumlah 2 (dua) orang. Ketua Komite Audit merupakan Anggota Dewan Komisaris Independen atau Anggota Dewan Komisaris yang dapat bertindak independen. Ketua Komite Audit berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris berakhir. Ketua Komite Audit yang berhenti sebagai anggota Dewan Komisaris, wajib diganti oleh anggota Dewan Komisaris lainnya dalam waktu paling lambat 30 (tiga puluh) hari.

#### COMPOSITION OF AUDIT COMMITTEE

Members of the Audit Committee who are not from the Board of Commissioners members shall not exceed 2 (two) persons. The Chairman of the Audit Committee is an Independent Board of Commissioners member or the Board of Commissioners member capable of acting independently. The Chairman of the Audit Committee shall vacate the position automatically when his/her term as a member of the Board of Commissioners ends. Suppose the Chairman of the Audit Committee vacates the position as a member of the Board of Commissioners. In that case, he/she shall be replaced by another member of the Board of Commissioners within a maximum of 30 (thirty) days.

Susunan Komite Audit sesuai Keputusan Menteri BUMN Nomor : SK-203/MBU/06/2020 tanggal 15 Juni 2020 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Dana Tabungan dan Asuransi Pegawai Negeri, dan sesuai dengan Surat Keputusan Dewan Komisaris Nomor : KEP-13/DK-TASPEN/072020 tanggal 01 Juli 2020 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Komite Audit Dewan Komisaris PT TASPEN (Persero), maka susunan Komite Audit PT TASPEN (Persero), adalah sebagai berikut :

The composition of the Audit Committee, as per the Decree of the Minister of State-Owned Enterprises Number: SK-203/MBU/06/2020 dated June 15, 2020, regarding the Dismissal and Appointment of Members of the Board of Commissioners of PT Dana Tabungan dan Asuransi Pegawai Negeri (Persero), and according to the Decree of the Board of Commissioners Number: KEP-13/DK-TASPEN/072020 dated July 1, 2020, regarding the Dismissal and Appointment of Members of the Audit Committee of the Board of Commissioners of PT TASPEN (Persero), was as follows:

NAMA Name	JABATAN Position	PENERBIT SK Decree Issuer	NO.SK Decree Number	TGL.SK Decree Date	BERAKHIR Expired
Mardiasmo	Ketua Komite Audit Chairman of Audit Committee	Dewan Komisaris Board of Commissioners	KEP-13/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	Sampai dengan Berakhirnya Jabatan Dewan Komisaris Until the end of the term of office of the Board of Commissioners
Liliek Mayasari	Wakil Ketua Komite Audit Deputy Chairman of Audit Committee	Dewan Komisaris Board of Commissioners	KEP-13/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	Sampai dengan Berakhirnya Jabatan Dewan Komisaris Until the end of the term of office of the Board of Commissioners
Henny Irniawan	Anggota Komite Audit Member of Audit Committee	Dewan Komisaris Board of Commissioners	KEP-11/DK-TASPEN/122021	1 Februari 2022 February 1, 2022	1 Februari 2024 February 1, 2024
Darius	Anggota Komite Audit Member of Audit Committee	Dewan Komisaris Board of Commissioners	KEP-13/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	1 Juli 2023 July 1, 2023

## PROFIL KOMITE AUDIT

### MARDIASMO

#### Ketua Komite Audit

Profil Mardiasmo telah diuraikan dalam pembahasan profil Dewan Komisaris.

### LILIEK MAYASARI

#### Wakil Ketua Komite Audit

Profil Liliek Mayasari telah diuraikan dalam pembahasan profil Dewan Komisaris.

## PROFILE OF THE AUDIT COMMITTEE

### MARDIASMO

#### Chairman of the Audit Committee

Mardiasmo's profile has been described in the discussion of the Board of Commissioners Profile.

### LILIEK MAYASARI

#### Deputy Chairman of the Audit Committee

Liliek Mayasari's profile has been described in the discussion of the Board of Commissioners Profile.



**HENNY IRNIAWAN**

Anggota Komite Audit  
Member of Audit Committee

#### KEWARGANEGARAAN Citizenship

Indonesia

#### USIA | TANGGAL LAHIR Age | Date of Birth

Berusia 39 tahun Per 31 Desember 2022  
27 April 1983  
39 years old as of December 31, 2022  
April 27, 1983

#### RIWAYAT PENDIDIKAN History of Education

1. Universitas Sebelas Maret, Fakultas Ekonomi Jurusan Akuntansi - Indonesia (Agustus 2000 - 13 Maret 2004 dengan *Cumlaude* & Tesis: "Pengaruh Prospektus IPO (Penawaran Umum Perdana) terhadap Keputusan Investasi Investor di Bursa Efek Jakarta")  
Universitas Sebelas Maret, Faculty of Economics, Department of Accounting - Indonesia (August 2000 - March 13, 2004, with Cum Laude & Thesis: "The Influence of IPO Prospectus (Initial Public Offering) on Investor Investment Decisions on the Jakarta Stock Exchange")
2. Akuntan Publik - Departemen Keuangan Republik Indonesia (Direktorat Jenderal Lembaga Keuangan - Direktorat Pengawasan Akuntan & Penilai) (18 Juni 2004 - 31 Agustus 2004 Nomor Registrasi D - 38.944)  
Public Accountant - the Ministry of Finance of the Republic of Indonesia (Directorate General of Financial Institutions - Directorate of Accountant and Appraiser Supervision) (June 18, 2004 - August 31, 2004, Registration Number D - 38,944)
3. Akuntan Publik - anggota IAI dari IFAC (International Federation of Accountants) Body (11 September 2015 Sertifikat CA - 16589)  
Public Accountant - Member of IAI (Institute of Indonesian Chartered Accountants) affiliated with IFAC (International Federation of Accountants)(September 11, 2015, CA Certificate - 16589)

#### PENGALAMAN KERJA Work Experiences

1. *Finance & Compliance Manager*, DUBAI, UAE (2016-sekarang)  
Finance & Compliance Manager, Dubai, UAE (2016-present)
2. *Finance Manager* DUBAI, UAE (2016-sekarang)  
Finance Manager, Dubai, UAE (2016-present)

#### HUBUNGAN AFILIASI Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama  
Has no affiliation with major shareholders

#### DOMISILI Domicile

Kota Depok, Jawa Barat  
Depok City, West Java

#### JUMLAH KEPEMILIKAN SAHAM PT TASPEN (PERSERO) Share Ownership in PT TASPEN (Persero)

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**DARIUS**

Anggota Komite Audit  
Member of Audit Committee

**KEWARGANEGARAAN**  
Citizenship

Indonesia

**USIA | TANGGAL LAHIR**  
Age | Date of Birth

Berusia 64 tahun Per 31 Desember 2022  
29 September 1958  
64 years old as of December 31, 2022  
September 29, 1958

**RIWAYAT PENDIDIKAN**  
History of Education

Akuntan STAN Jakarta - lulus Februari 1987  
Accountant from STAN Jakarta - graduated in February 1987

**PENGALAMAN KERJA**  
Work Experiences

1. Direktur Pengawasan Lembaga Pemerintah Bidang Penegakan Hukum dan Kesekretariatan Lembaga Tertinggi dan Tinggi Negara (Juli 2017 - 30 September 2018)  
Director of Government Institution Supervision in the Field of Law Enforcement and Secretariat of the Highest and High State Institutions (July 2017 - September 30, 2018).
2. Kepala Perwakilan BPKP Provinsi Papua (Juni 2015 - Juli 2017)  
Head of the BPKP Representative Office in Papua Province (June 2015 - July 2017).

**HUBUNGAN AFILIASI**  
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama  
Has no affiliation with major shareholders

**DOMISILI**  
Domicile

Banten

**JUMLAH KEPEMILIKAN SAHAM  
PT TASPEN (PERSERO)**  
Share Ownership in  
PT TASPEN (Persero)

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## MASA JABATAN KOMITE AUDIT

Masa jabatan anggota Komite Audit yang bukan anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

## PENANGKATAN DAN PEMBERHENTIAN KOMITE AUDIT

1. Komite Audit dibentuk oleh dan bertanggungjawab langsung kepada Dewan Komisaris.
2. Komite Audit merupakan organ pendukung Dewan Komisaris dalam melaksanakan tugas pengawasan.
3. Ketua dan Anggota Komite Audit diangkat dan diberhentikan oleh Dewan Komisaris.
4. Pengangkatan dan pemberhentian Ketua dan Anggota Komite Audit dilaporkan kepada Rapat Umum Pemegang Saham (RUPS).

## PERSYARATAN KEANGGOTAAN KOMITE AUDIT

1. Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang pengawasan/pemeriksaan.
2. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap Perusahaan.
3. Mampu berkomunikasi secara efektif.
4. Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.
5. Salah seorang dari anggota Komite Audit harus memiliki latar belakang pendidikan atau memiliki keahlian di bidang akuntansi atau keuangan dan salah seorang harus memahami bisnis Perusahaan.
6. Anggota Komite yang berasal dari luar Perusahaan dilarang mempunyai hubungan keluarga sedarah dan semenda sampai derajat ketiga baik menurut garis lurus maupun garis ke samping dengan anggota Dewan Komisaris dan anggota Direksi Perusahaan.
7. Persyaratan lain yang ditetapkan dalam piagam komite audit, jika diperlukan.

## TUGAS KOMITE AUDIT

Komite Audit bekerja secara kolektif dalam melaksanakan tugasnya membantu Dewan Komisaris. Komite Audit bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan dan bertanggungjawab langsung kepada Dewan Komisaris.

## TERM OF OFFICE OF AUDIT COMMITTEE

The term of office for members of the Audit Committee who are not members of the Board of Commissioners is a maximum of 3 (three) years and may be extended once for 2 (two) years, without prejudice to the Board of Commissioners' right to dismiss them at any time.

## APPOINTMENT AND DISMISSAL OF AUDIT COMMITTEE

1. The Audit Committee is established by and reports directly to the Board of Commissioners.
2. The Audit Committee is a supporting organ of the Board of Commissioners in carrying out its supervisory duties.
3. The Chairman and members of the Audit Committee are appointed and dismissed by the Board of Commissioners.
4. The appointment and dismissal of the Chairman and members of the Audit Committee are reported to the General Meeting of Shareholders (GMS).

## MEMBERSHIP REQUIREMENTS FOR AUDIT COMMITTEE

1. Must have good integrity, knowledge, and sufficient work experience in the field of supervision/audit.
2. Must not have personal interests or affiliations that could have negative effects or conflicts of interest with the Company.
3. Must be able to communicate effectively.
4. Must be able to allocate sufficient time to fulfill their duties.
5. One of the Audit Committee members must have an educational background or expertise in accounting or finance, and one member must understand the Company's business.
6. Members of the Audit Committee from outside the Company are prohibited from having any blood or marital relationships up to the third degree, both in a vertical and horizontal line, with members of the Company's Board of Commissioners and members of the Board of Directors.
7. Other requirements stipulated in the Audit Committee Charter, if necessary.

## DUTIES OF THE AUDIT COMMITTEE

The Audit Committee works collectively to assist the Board of Commissioners. The Audit Committee operates independently in carrying out its duties and directly reports to the Board of Commissioners.

Komite Audit bertugas membantu Dewan Komisaris untuk:

1. Memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas external auditor dan internal auditor.
2. Menilai pelaksanaan kegiatan dan hasil audit yang dilaksanakan oleh Satuan Pengawasan *Intern* maupun Auditor Eksternal.
3. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian *intern* serta pelaksanaannya.
4. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan PT TASPEN (Persero).
5. Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris serta tugas-tugas Dewan Komisaris lainnya.
6. Memastikan laporan keuangan disajikan secara wajar sesuai dengan prinsip akuntansi yang berlaku umum.
7. Melaksanakan tugas-tugas lainnya yang diberikan oleh Dewan Komisaris.

Dalam melaksanakan tugasnya, fungsi Komite Audit meliputi:

1. Melakukan evaluasi terhadap kehandalan sistem pengendalian *intern* perusahaan guna memberikan masukan dan saran perbaikan untuk meningkatkan efektivitas sistem pengendalian *intern* terdiri dari:
  - a. Evaluasi terhadap kebijakan/rancangan dan pelaksanaan sistem pengendalian *intern*.
  - b. Telaah terhadap hasil evaluasi atas efektivitas pengendalian *intern* pada tingkat entitas.
  - c. Telaah terhadap hasil evaluasi atas efektivitas pengendalian *intern* pada tingkat operasional/aktivitas.
  - d. Komite Audit dapat menggunakan laporan atau berkomunikasi dengan auditor eksternal untuk mengidentifikasi kemungkinan adanya kelemahan pengendalian *intern*.
2. Melakukan telaah terhadap rancangan Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP).
3. Melakukan evaluasi terhadap Kebijakan Akuntansi serta Laporan Keuangan dan/atau Laporan Manajemen dan kesesuaiannya dengan Standar Akuntansi Keuangan (SAK) yang berlaku.
4. Berdasarkan penugasan dari Dewan Komisaris, Komite Audit memberikan rekomendasi mengenai penunjukan calon Auditor Eksternal sesuai dengan

The Audit Committee is tasked with assisting the Board of Commissioners to:

1. Ensuring the effectiveness of the internal control system and the effectiveness of external and internal auditor duties.
2. Assessing the audit activities and results conducted by the Internal Audit Unit and External Auditors.
3. Providing recommendations for improving the internal control system and its implementation.
4. Ensuring that satisfactory evaluation procedures are in place for all information issued by PT TASPEN (Persero).
5. Identifying matters requiring the attention of the Board of Commissioners and other duties of the Board of Commissioners.
6. Ensuring that financial statements are fairly presented according to generally accepted accounting principles.
7. Performing other duties assigned by the Board of Commissioners.

In carrying out its duties, the Audit Committee's functions include:

1. Evaluating the reliability of the Company's internal control system to provide input and recommendations for improving the effectiveness of the internal control system, consisting of:
  - a. Evaluating policies/designs and the implementation of internal control systems.
  - b. Reviewing the results of evaluations of the effectiveness of internal control at the entity level.
  - c. Reviewing the results of evaluations of the effectiveness of internal control at the operational/activity level.
  - d. The Audit Committee may use reports or communicate with external auditors to identify possible weaknesses in internal control.
2. Reviewing the Company Long-Term Plan (RJPP) and the Corporate Work Plan and Budget (RKAP) drafts.
3. Evaluating Accounting Policies and Financial Statements and/or Management Reports and their conformity with applicable Financial Accounting Standards (SAK).
4. Based on assignments from the Board of Commissioners, the Audit Committee provides recommendations regarding the appointment of

ketentuan pengadaan barang dan jasa yang berlaku di perusahaan. Jika penunjukan kembali, harus berdasarkan evaluasi atas kinerja auditor eksternal.

5. Menilai efektivitas pelaksanaan audit eksternal, meliputi:
  - a. Pemantauan kesesuaian penyelesaian progres audit dengan rencana kerjanya.
  - b. Telaah kesesuaian pelaksanaan audit dengan standar profesi akuntan publik.
  - c. Telaah hasil audit dan kualitas rekomendasinya.
6. Menilai efektivitas pelaksanaan audit internal melalui:
  - a. Telaah atas efektivitas pemantauan tindak lanjut hasil audit Satuan Pengawasan Internal (SPI) PT TASPEN (Persero) dan auditor eksternal.
  - b. Telaah atas kesesuaian pelaksanaan audit dengan standar audit internal.
  - c. Telaah atas kelengkapan atribut temuan dan kualitas rekomendasi hasil audit internal.
  - d. Menilai dan mereviu Piagam SPI (*Internal Audit Charter*), Kebijakan Pengawasan, Rencana Kegiatan dan Anggaran (RKA) dan Program Kerja Pengawasan Tahunan (PKPT) dan pelaksanaannya.
  - e. Penilaian atas manajemen fungsi SPI.
7. Melakukan pertemuan/rapat dengan unit-unit terkait di lingkungan PT TASPEN (Persero).
8. Melaksanakan tugas-tugas lainnya yang diberikan oleh Dewan Komisaris.

## TANGGUNGJAWAB KOMITE AUDIT

Tanggungjawab Komite Audit meliputi:

1. Anggota Komite Audit wajib menyediakan waktu yang cukup untuk menyelesaikan tugas-tugas yang menjadi tanggungjawabnya.
2. Komite Audit mengadakan rapat *intern* secara berkala minimal 1 (satu) kali dalam satu bulan untuk membahas pelaksanaan Rencana Kerja Komite Audit.
3. Komite Audit mengadakan rapat-rapat khusus yang berkaitan dengan tugas-tugas dari Dewan Komisaris namun tidak tercantum dalam Rencana Kerja Komite Audit.
4. Mengikuti rapat dengan Dewan Komisaris apabila diundang.

prospective external auditors according to applicable goods and services procurement regulations in the Company. If reappointment is required, it must be based on evaluating the external auditor's performance.

5. Assessing the effectiveness of external audit implementation, including:
  - a. Monitoring the conformity of completion of audit progress with the work plan.
  - b. Reviewing the conformity of audit implementation with professional standards for public accountants.
  - c. Reviewing audit results and the quality of audit recommendations.
6. Assessing the effectiveness of internal audit implementation by:
  - a. Reviewing the effectiveness of monitoring the follow-ups of the audit results of PT TASPEN (Persero)'s Internal Audit Unit (SPI) and external auditors.
  - b. Reviewing the conformity of audit implementation with internal audit standards.
  - c. Reviewing the completeness of findings attributes and the quality of internal audit result recommendations.
  - d. Assessing and reviewing the Internal Audit Charter, audit policy, the Work Plan and Budget (RKA), and the Annual Audit Work Program (PKPT) and its implementation.
  - e. Assessment of the SPI function management.
7. Holding meetings with relevant units within PT TASPEN (Persero).
8. Conducting other duties assigned by the Board of Commissioners.

## RESPONSIBILITIES OF THE AUDIT COMMITTEE

The responsibilities of the Audit Committee include:

1. Audit Committee members must allocate sufficient time to complete their responsibilities.
2. The Audit Committee holds regular internal meetings at least once a month to discuss the implementation of the Audit Committee's Work Plan.
3. The Audit Committee holds special meetings related to the duties of the Board of Commissioners but not listed in the Audit Committee's Work Plan.
4. Participating in meetings with the Board of Commissioners when invited.

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| <ol style="list-style-type: none"> <li>5. Komite Audit mengadakan rapat dengan Komite Pemantau Manajemen Risiko dan Investasi (KPMRI) dan Komite Nominasi dan Remunerasi (KNR) maupun unit-unit di lingkungan PT TASPEN (Persero).</li> <li>6. Membuat Laporan kegiatan Komite Audit baik Laporan Triwulan maupun Laporan Tahunan dan Notulen Rapat.</li> <li>7. Membuat laporan kepada Dewan Komisaris atas setiap penugasan yang diberikan dan jika diperlukan, disertai dengan rekomendasi.</li> <li>8. Menyusun Rencana Kerja Komite Audit.</li> <li>9. Melakukan <i>Self-Assessment</i> atas kinerja Komite Audit.</li> </ol> | <ol style="list-style-type: none"> <li>5. The Audit Committee holds meetings with the Risk Management and Investment Monitoring Committee (KPMRI) and the Nomination and Remuneration Committee (KNR), as well as units within PT TASPEN (Persero).</li> <li>6. Making reports on the Audit Committee's activities, both Quarterly and Annual Reports, and Meeting Minutes.</li> <li>7. Preparing reports to the Board of Commissioners on any assignments given, and if necessary, accompanied by recommendations.</li> <li>8. Developing the Audit Committee's Work Plan.</li> <li>9. Conducting a self-assessment of the Audit Committee's performance.</li> </ol> |
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### WEWENANG KOMITE AUDIT

Dalam melaksanakan tugasnya, Komite Audit berwenang sebagai berikut:

1. Komite Audit berwenang untuk mengakses dokumen, data, catatan atau informasi tentang karyawan, dana, aset, serta sumber daya PT TASPEN (Persero) lainnya yang berkaitan dengan pelaksanaan tugasnya.
2. Melalui persetujuan dari Dewan Komisaris, Komite Audit dapat berkomunikasi langsung dengan karyawan, termasuk Direksi dan pihak yang menjalankan fungsi audit internal, manajemen risiko, dan auditor eksternal terkait tugas dan tanggung jawabnya.
3. Dalam hal-hal tertentu, Komite Audit dapat melaksanakan tugas yang diberikan oleh Dewan Komisaris setelah mendapat surat tugas yang ditanda tangani oleh Komisaris Utama.
4. Melalui persetujuan tertulis dari Dewan Komisaris, bilamana diperlukan, Komite Audit dapat meminta bantuan tenaga ahli dan/atau konsultan yang menjadi beban PT TASPEN (Persero).
5. Komite Audit bertanggungjawab untuk menjaga kerahasiaan dokumen, data dan informasi perusahaan baik dari pihak internal maupun pihak eksternal dan dipergunakan untuk kepentingan tugasnya.
6. Dalam melaksanakan wewenangnya, Komite Audit wajib bekerja sama dengan unit-unit terkait di lingkungan perusahaan dalam hal ini Satuan Pengawasan Internal (SPI) PT TASPEN (Persero) maupun unit lainnya yang diperlukan.

### AUTHORITIES OF THE AUDIT COMMITTEE

In carrying out its duties, the Audit Committee has the authorities as follows:

1. The Audit Committee has the authority to access documents, data, records, or information about employees, funds, assets, and other resources of PT TASPEN (Persero) related to the implementation of its duties.
2. With the approval of the Board of Commissioners, the Audit Committee may communicate directly with employees, including the Board of Directors and individuals responsible for internal audit, risk management, and external auditors related to its duties and responsibilities.
3. In certain matters, the Audit Committee may carry out duties assigned by the Board of Commissioners after receiving a letter of assignment signed by the President Commissioner.
4. With written approval from the Board of Commissioners, if necessary, the Audit Committee may request the assistance of experts and/or consultants at the expense of PT TASPEN (Persero).
5. The Audit Committee is responsible for maintaining the confidentiality of company documents, data, and information from internal and external parties and using them in the interest of its duties.
6. In exercising its authority, the Audit Committee must cooperate with relevant units within the Company, including the Internal Audit Unit (SPI) of PT TASPEN (Persero) and other necessary units.

## KOMITE NOMINASI DAN REMUNERASI

### Nomination and Remuneration Committee

Komite Nominasi dan Remunerasi merupakan komite yang dibentuk untuk membantu Dewan Komisaris mengawasi pelaksanaan kebijakan remunerasi bagi Dewan Komisaris, Direksi dan nominasi eksekutif Perseroan sesuai dengan anggaran dasar dan peraturan perundang-undangan yang berlaku, mencakup pula Bidang Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance/GCG*).

Komite Nominasi dan Remunerasi dibentuk pada 1 Juli 2020. Melalui komite ini diharapkan Dewan Komisaris bekerja secara profesional, independen, dan kompeten agar Visi dan Misi Perusahaan dapat tercapai.

The Nomination and Remuneration Committee is a committee established to assist the Board of Commissioners in overseeing the implementation of remuneration policies for the Board of Commissioners, Board of Directors and the nomination of the Company's Executives according to the Articles of Association and applicable laws and regulations, including the area of Good Corporate Governance (GCG).

The Nomination and Remuneration Committee was established on July 1, 2020. Through this committee, it is expected that the Board of Commissioners will work professionally, independently, and competently to achieve the Company's Vision and Mission.

#### SUSUNAN KOMITE NOMINASI DAN REMUNERASI

Anggota Komite Nominasi dan Remunerasi yang bukan berasal dari anggota Dewan Komisaris maksimal berjumlah 2 (dua) orang. Ketua Komite Nominasi dan Remunerasi dijabat oleh Komisaris Utama. Ketua Komite Nominasi dan Remunerasi berhenti dengan sendirinya apabila masa jabatannya sebagai Komisaris Utama berakhir.

Susunan Komite Nominasi dan Remunerasi PT TASPEN (Persero) per 31 Desember 2022 sebagaimana Keputusan Menteri BUMN Nomor: SK-71/MBU/03/2022 tanggal 9 Maret 2022 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Dana Tabungan dan Asuransi Pegawai Negeri, dan sesuai dengan Surat Keputusan Dewan Komisaris Nomor: KEP-12/DK-TASPEN/072020 tanggal 1 Juli 2020 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Komite Nominasi dan Remunerasi adalah sebagai berikut:

#### COMPOSITION OF NOMINATION AND REMUNERATION COMMITTEE

Members of the Nomination and Remuneration Committee who are not from the Board of Commissioners shall not exceed 2 (two) persons. The President Commissioner is the Chairman of the Nomination and Remuneration Committee. The Chairman of the Nomination and Remuneration Committee shall automatically step down when his term as President Commissioner ends.

The composition of the Nomination and Remuneration Committee of PT TASPEN (Persero) as of December 31, 2022, according to the Decree of the Minister of State-Owned Enterprises Number: SK-71/MBU/03/2022 dated March 9, 2022, concerning the Dismissal and Appointment of Members of the Board of Commissioners of PT Dana Tabungan dan Asuransi Pegawai Negeri (Persero) (TASPEN), and according to the Board of Commissioners Decree Number: KEP-12/DK-TASPEN/072020 dated July 1, 2020, concerning the Dismissal and Appointment of Members of the Nomination and Remuneration Committee, was as follows:

NAMA Name	JABATAN Position	PENERBIT SK Decree Issuer	NO.SK Decree Number	TGL.SK Decree Date	BERAKHIR Expired
Suhardi Alius	Ketua Komite Nominasi dan Remunerasi Chairman of Nomination and Remuneration Committee	Dewan Komisaris Board of Commissioners	SK-203/ MBU/06/2020	15 Juni 2020 June 15, 2020	Sampai dengan Masa Jabatan Dewan Komisaris Until the term of office of the Board of Commissioners
Alex Denni	Anggota Komite Nominasi dan Remunerasi Member of Nomination and Remuneration Committee	Dewan Komisaris Board of Commissioners	SK-71/ MBU/03/2022	9 Maret 2022 March 9, 2022	Sampai dengan Masa Jabatan Dewan Komisaris Until the term of office of the Board of Commissioners
Muh. Darmin Ahmad Pella	Anggota Komite Nominasi dan Remunerasi Member of Nomination and Remuneration Committee	Dewan Komisaris Board of Commissioners	KEP-12/DK- ASPEN/072020	1 Juli 2020 July 1, 2020	1 Juli 2023 July 1, 2023
Amrizal	Anggota Komite Nominasi dan Remunerasi Member of Nomination and Remuneration Committee	Dewan Komisaris Board of Commissioners	KEP-12/DK- TASPEN/072020	1 Juli 2020 July 1, 2020	1 Juli 2023 July 1, 2023



## PROFIL KOMITE NOMINASI DAN REMUNERASI

### SUHARDI ALIUS

#### Ketua Komite Nominasi dan Remunerasi

Profil Suhardi Alius telah diuraikan dalam pembahasan profil Dewan Komisaris.

### ALEX DENNI

#### Anggota Komite Nominasi dan Remunerasi

Profil Alex Denni telah diuraikan dalam pembahasan profil Dewan Komisaris.

## NOMINATION AND REMUNERATION COMMITTEE PROFILE

### SUHARDI ALIUS

#### Chairman of Nomination and Remuneration Committee

Suhardi Alius's profile has been discussed in the Board of Commissioners Profile section.

### ALEX DENNI

#### Member of Nomination and Remuneration Committee

Alex Denni's profile has been discussed in the Board of Commissioners Profile section.



**MUH. DARMIN AHMAD PELLA**

**Anggota Komite Nominasi dan Remunerasi**  
Member of the Nomination and Remuneration Committee

#### KEWARGANEGARAAN Citizenship

Indonesia

#### USIA | TANGGAL LAHIR Age | Date of Birth

Berusia 51 tahun Per 31 Desember 2022  
06 Februari 1971  
51 years old as of December 31th, 2022  
February 06th, 1971

#### RIWAYAT PENDIDIKAN History of Education

1. *Doctoral degree, Postgraduate Program in Management and Business, IPB University, Bogor, 2013.*
2. *Master of Management in Human Resources Management, University of Indonesia, Jakarta, Indonesia, 2005.*
3. *Bachelor of Science in Psychology, University of Gadjah Mada (UGM), Yogyakarta, 1996.*

#### PENGALAMAN KERJA Work Experiences

1. PT Astra International, Tbk, *HR and Org Development Manager, October 2000 - October 2002*
2. PT Toyota-Astra Motor, *HR Training Section Head, February 1996 - October 2000*

#### HUBUNGAN AFILIASI Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama  
Has no affiliation with major shareholders

#### DOMISILI Domicile

Cimanggis, Kota Depok, Jawa Barat  
Cimanggis, Depok City, West Java

#### JUMLAH KEPEMILIKAN SAHAM PT TASPEN (PERSERO) Share Ownership in PT TASPEN (Persero)

-



**AMRIZAL**

**Anggota Komite Nominasi dan Remunerasi**  
Member of the Nomination and Remuneration Committee

**KEWARGANEGARAAN**  
Citizenship

Indonesia

**USIA | TANGGAL LAHIR**  
Age | Date of Birth

Berusia 63 tahun Per 31 Desember 2022  
12 Agustus 1959  
63 years old as of December 31th, 2022  
August 12th, 1959

**RIWAYAT PENDIDIKAN**  
History of Education

1. S-3 Ilmu Manajemen, FE Universitas Persada Indonesia YAI, Jakarta, 2012.  
Doctorate in Management, Faculty of Economics, Universitas Persada Indonesia YAI, Jakarta, 2012.
2. S-2 Magister Akuntansi (M.Ak) STIE Y.A.I. Jakarta, 2005.  
Master of Accounting (M.Ak), STIE Y.A.I. Jakarta, 2005.
3. S-2 Magister Manajemen (MM), Sekolah Tinggi Ilmu Ekonomi IPWI, Jakarta, 1995.  
Master of Management (MM), IPWI School of Economics, Jakarta, 1995.
4. S-1 Akuntansi, STIE YPU Ujung Pandang, 1988.  
Bachelor of Accounting, STIE YPU Ujung Pandang, 1988.

**PENGALAMAN KERJA**  
Work Experiences

1. Inspektur BNPT (12 Juni 2014 - 31 Agustus 2019).  
Inspector at BNPT (June 12, 2014 - August 31, 2019).
2. Kasubdit Pengawasan Lembaga Pemerintah Bidang Penegakan Hukum dan Kesekretariatan Lembaga Tertinggi dan Tinggi Negara (27 Februari 2013 - 11 Juni 2014)  
Head of Subdirector for Government Institutions Supervision in Law Enforcement and Secretariat of Highest and High State Institutions (February 27, 2013 - June 11, 2014).
3. Kepala Perwakilan BPKP Provinsi Gorontalo (19 Agustus 2011-26 Februari 2013).  
Head of BPKP Representative Office of Province of Gorontalo (August 19, 2011 - February 26, 2013).

**HUBUNGAN AFILIASI**  
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama  
Has no affiliation with major shareholders

**DOMISILI**  
Domicile

Pekayon Jaya, Bekasi Selatan  
Pekayon Jaya, South Bekasi

**JUMLAH KEPEMILIKAN SAHAM  
PT TASPEN (PERSERO)**  
Share Ownership in  
PT TASPEN (Persero)

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## MASA JABATAN KOMITE NOMINASI DAN REMUNERASI

1. Anggota Komite, selain Komisaris Utama dan Komisaris, masa kerja selama 3 (tiga) tahun, dengan tidak mengurangi hak Dewan Komisaris PT TASPEN (Persero) untuk memberhentikannya sewaktu-waktu.
2. Setelah masa jabatan berakhir, anggota Komite Nominasi dan Remunerasi dapat diangkat kembali untuk masa jabatan 2 (dua) tahun berikutnya.
3. Ketua Komite Nominasi dan Remunerasi berhak mengusulkan penggantian anggota Komite Nominasi dan Remunerasi jika salah seorang dari anggota Komite Nominasi dan Remunerasi berakhir masa tugasnya, mengundurkan diri, diberhentikan, berhalangan tetap atau meninggal dunia.
4. Anggota Komite Nominasi dan Remunerasi diangkat dan diberhentikan berdasarkan keputusan rapat Dewan Komisaris.
5. Masa jabatan anggota Komite Nominasi dan Remunerasi sebagaimana dimaksud di atas tidak lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam anggaran dasar.
6. Penggantian anggota Komite Nominasi dan Remunerasi yang bukan berasal dari Dewan Komisaris dilakukan paling lambat 60 (enam puluh) hari sejak anggota Komite Nominasi dan Remunerasi dimaksud tidak dapat lagi melaksanakan fungsinya.
7. Anggota Komite Nominasi dan Remunerasi tidak dapat lagi melaksanakan fungsinya apabila anggota Komite Nominasi dan Remunerasi diberhentikan berdasarkan keputusan rapat Dewan Komisaris, dengan alasan antara lain:
  - a. Meninggal dunia
  - b. Mengundurkan diri
  - c. Berhalangan tetap sehingga tidak dapat melaksanakan tugas atau diperkirakan secara medis tidak dapat melaksanakan tugas lebih dari 6 (enam) bulan berturut-turut.
8. Perseroan wajib mendokumentasikan keputusan pengangkatan dan pemberhentian anggota Komite Nominasi dan Remunerasi.
9. Komite Nominasi dan Remunerasi dilarang merangkap jabatan sebagai Ketua Komite lebih dari 1 pada Komite yang lain.

## TERM OF OFFICE OF NOMINATION AND REMUNERATION COMMITTEE

1. Committee members, except for the President Commissioner and Commissioners, serve for a term of 3 (three) years without prejudice to the rights of the Board of Commissioners of PT TASPEN (Persero) to dismiss them at any time.
2. After the term of office expires, Nomination and Remuneration Committee members may be reappointed for the following 2 (two) years.
3. The Chairman of the Nomination and Remuneration Committee has the right to propose the replacement of members of the Nomination and Remuneration Committee if one of the members of the Nomination and Remuneration Committee completes their term, resigns, is dismissed, is permanently incapacitated, or passes away.
4. Nomination and Remuneration Committee members are appointed and dismissed based on decisions made at the Board of Commissioners meeting.
5. As referred to above, the term of office of members of the Nomination and Remuneration Committee shall not exceed the term of office of the Board of Commissioners as stipulated in the Articles of Association.
6. The replacement of members of the Nomination and Remuneration Committee who are not from the Board of Commissioners shall be carried out no later than 60 (sixty) days after the members of the Nomination and Remuneration Committee concerned can no longer perform their functions.
7. Members of the Nomination and Remuneration Committee can no longer perform their functions if they are dismissed by a decision of the Board of Commissioners meeting for reasons including but not limited to:
  - a. Decease
  - b. Resignation
  - c. Permanent incapacity preventing them from carrying out their duties, or medical prognosis indicating an inability to perform duties for more than 6 (six) consecutive months.
8. The Company is required to document the decisions regarding the appointment and dismissal of members of the Nomination and Remuneration Committee.
9. The Nomination and Remuneration Committee is prohibited from holding the position of Chairman of more than 1 (one) other committee.

## **PENGANGKATAN DAN PEMBERHENTIAN KOMITE NOMINASI DAN REMUNERASI**

1. Komite Nominasi dan Remunerasi dibentuk oleh dan bertanggungjawab langsung kepada Dewan Komisaris.
2. Komite Nominasi dan Remunerasi merupakan organ pendukung Dewan Komisaris dalam melaksanakan tugas pengawasan.
3. Ketua dan Anggota Komite Nominasi dan Remunerasi diangkat dan diberhentikan oleh Dewan Komisaris.
4. Pengangkatan dan pemberhentian Ketua dan Anggota Komite Nominasi dan Remunerasi dilaporkan kepada Rapat Umum Pemegang Saham (RUPS).

## **PERSYARATAN KEANGGOTAAN KOMITE NOMINASI DAN REMUNERASI**

1. Anggota Komite yang bukan berasal dari Anggota Komisaris paling banyak 2 (dua) orang, dengan ketentuan:
  - a. Tidak mempunyai hubungan Afiliasi dengan Perseroan, anggota Direksi, anggota Dewan Komisaris, atau Pemegang Saham Utama Perseroan.
  - b. Memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman kerja yang memadai terkait dengan *Good Corporate Governance* (GCG), Nominasi dan Remunerasi serta memiliki pemahaman di bidang usaha perasuransian.
  - c. Memiliki pengalaman kerja terkait Nominasi dan/atau Remunerasi.
  - d. Tidak merangkap jabatan sebagai anggota komite lainnya yang dimiliki Perseroan.
2. Anggota Direksi Perseroan tidak dapat menjadi anggota Komite Nominasi dan Remunerasi.
3. Mampu berkomunikasi secara efektif dan dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.

## **APPOINTMENT AND DISMISSAL OF NOMINATION AND REMUNERATION COMMITTEE**

1. The Nomination and Remuneration Committee is established by and directly responsible to the Board of Commissioners.
2. The Nomination and Remuneration Committee is the Board of Commissioners' supporting organ in performing its supervisory duties.
3. The Chairman and Members of the Nomination and Remuneration Committee are appointed and dismissed by the Board of Commissioners.
4. The appointment and dismissal of the Chairman and Members of the Nomination and Remuneration Committee are reported to the General Meeting of Shareholders (GMS).

## **MEMBERSHIP REQUIREMENTS OF NOMINATION AND REMUNERATION COMMITTEE**

1. Members of the Committee who are not from the Board of Commissioners members shall be limited to a maximum of 2 (two) persons, with the following provisions:
  - a. Shall not have any Affiliation with the Company, members of the Board of Directors, members of the Board of Commissioners, or the Company's major Shareholders.
  - b. Shall have high integrity, adequate abilities, knowledge, and work experience related to Good Corporate Governance (GCG), Nomination, and Remuneration, and understand the insurance business.
  - c. Shall have work experiences related to Nomination and/or Remuneration.
  - d. Shall not concurrently hold positions as members of the Company's other committees.
2. Members of the Company's Board of Directors cannot become members of the Nomination and Remuneration Committee.
3. Shall be capable of effective communication and allocate sufficient time to complete their duties.

## TUGAS KOMITE NOMINASI DAN REMUNERASI

1. Komite Nominasi dan Remunerasi wajib bertindak *independent* dalam melaksanakan tugasnya. Yang dimaksud dengan “bertindak *independent* “ adalah menjalankan tugas dan tanggung jawab sesuai dengan tujuan dan kebutuhan Perseroan secara profesional dan mandiri, serta tidak dipengaruhi intervensi dari pihak lain.

Komite Nominasi dan Remunerasi bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan dan bertanggungjawab langsung kepada Dewan Komisaris.

Tugas Komite Nominasi dan Remunerasi:

- a. Terkait dengan kebijakan GCG:

Tugas Komite Nominasi dan Remunerasi mencakup pula Bidang Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance/GCG*), dengan penjabaran tugas sebagai berikut:

- 1) Membantu Dewan Komisaris dalam mengkaji kebijakan GCG secara menyeluruh yang disusun oleh Direksi PT TASPEN (Persero) serta menilai konsistensi penerapannya, termasuk yang bertalian dengan etika bisnis dan tanggungjawab social perusahaan (*corporate social responsibility*).
- 2) Memastikan seluruh aktivitas PT TASPEN (Persero) selalu berlandaskan prinsip-prinsip tata kelola perusahaan yang baik/GCG dan beretika bisnis yang sehat.
- 3) Melakukan evaluasi atas hasil asesmen tata kelola perusahaan yang baik/GCG.

- b. Terkait dengan kebijakan Nominasi:

- 1) Menyusun dan merekomendasikan kepada Dewan Komisaris atas hasil pelaksanaan *Talent Classification Meeting* dalam rangka memperoleh *Top Talent* BUMN (BOD & BOD-1) dengan jumlah sekurang-kurangnya 3 orang kandidat untuk setiap pos jabatan Direksi *existing*.
- 2) Menyusun dan merekomendasikan kepada Dewan Komisaris mengenai sistem serta prosedur pemilihan dan/atau penggantian Dewan Komisaris dan Direksi *existing*.
- 3) Memberikan rekomendasi mengenai calon anggota Dewan Komisaris Anak Perusahaan dan/atau Direksi Anak Perusahaan kepada Dewan Komisaris.

## DUTIES OF NOMINATION AND REMUNERATION COMMITTEE

1. The Nomination and Remuneration Committee must act independently in performing its duties. Acting independently means carrying out duties and responsibilities according to the Company’s objectives and needs professionally and autonomously without being influenced by interventions from other parties.

The Nominations and Remuneration Committee operates independently in carrying out its duties and reporting and is directly responsible to the Board of Commissioners.

Duties of the Nominations and Remuneration Committee:

- a. In relation to the GCG policy:

The duties of the Nomination and Remuneration Committee also encompass the area of Good Corporate Governance (GCG), with the detailed duties as follows:

- 1) Assisting the Board of Commissioners in comprehensively reviewing the GCG policies prepared by the Board of Directors of PT TASPEN (Persero) and assessing their consistency in implementation, including those related to business ethics and corporate social responsibility.
- 2) Ensuring that all activities of PT TASPEN (Persero) are always based on the principles of good corporate governance (GCG) and healthy business ethics.
- 3) Conducting evaluations of the results of assessments of good corporate governance (GCG).

- b. In relation to Nomination Policies:

- 1) Compiling and recommending to the Board of Commissioners the results of the *Talent Classification Meeting* for obtaining *Top Talent* in BUMN (BOD & BOD-1), with a minimum of 3 candidates for each existing Director position.
- 2) Compiling and recommending to the Board of Commissioners the system and procedures for selecting and/or replacing existing Board of Commissioners and Board of Directors.
- 3) Providing recommendations regarding candidates for the Board of Commissioners members of Subsidiaries and/or the Board of Directors of Subsidiaries to the Board of Commissioners.

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|---|---|
| <p>4) Melaksanakan tugas lainnya yang berkaitan dengan <i>talent development</i> program dan amanat yang diberikan sesuai aturan dan ketentuan yang berlaku.</p> <p>5) Memberikan rekomendasi kepada Dewan Komisaris mengenai Pihak Independen yang akan menjadi anggota Komite Audit dan Komite Pemantau Manajemen Risiko.</p> | <p>4) Carrying out other duties related to talent development programs and mandates given according to applicable rules and regulations.</p> <p>5) Providing recommendations to the Board of Commissioners regarding Independent Parties who will become members of the Audit Committee and Risk Management Monitoring Committee.</p> |
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c. Terkait dengan Kebijakan Remunerasi:

- 1) Melakukan evaluasi terhadap Kebijakan Remunerasi yang didasarkan atas kinerja, risiko, kewajaran dengan peer group, sasaran, dan strategi jangka Panjang Perseroan, pemenuhan cadangan sebagaimana diatur dalam peraturan perundang-undangan dan potensi pendapatan Perseroan di masa yang akan datang.
- 2) Menyusun dan memberikan rekomendasi kepada Dewan Komisaris mengenai:
  - a) Struktur remunerasi.
  - b) Kebijakan remunerasi.
  - c) Besaran remunerasi.
    - (1) Struktur Remunerasi dapat berupa:
      - (a) Gaji,
      - (b) Honorarium,
      - (c) Insentif, dan/ atau,
      - (d) Tunjangan yang bersifat tetap dan/ atau variable.
    - (2) Penyusunan Struktur, kebijakan dan besaran Remunerasi harus memperhatikan:
      - (a) Remunerasi yang berlaku, sesuai dengan kegiatan usaha Perseroan dan skala usaha Perusahaan dalam usahanya;
      - (b) Tugas, tanggungjawab dan wewenang anggota Direksi dan/atau Dewan Komisaris dikaitkan dengan pencapaian tujuan dan kinerja Perseroan;
      - (c) Target kinerja atau kinerja masing-masing anggota Direksi dan/atau anggota Dewan Komsaris, dan;

c. In relation to the Remuneration Policy:

- 1) Evaluating the Remuneration Policy based on performance, risks, fairness with the peer groups, targets, and the Company's long-term strategies, meeting the reserves as regulated in the laws and regulations, and the Company's potential revenue in the future.
- 2) Compiling and providing recommendations to the Board of Commissioners on:
  - a) Remuneration structure.
  - b) Remuneration policy.
  - c) Remuneration amount.
    - (1) Remuneration Structure can include:
      - (a) Salary,
      - (b) Honorarium,
      - (c) Incentives and/or,
      - (d) Fixed and/or variable allowances.
    - (2) The arrangement of the Remuneration Structure, policy, and amount must take into account:
      - (a) The applicable remuneration, according to the Company's business activities and the Company's business scale in its business;
      - (b) The duties, responsibilities, and authorities of members of the Board of Directors and/or the Board of Commissioners in relation to achieving the Company's objectives and performance;
      - (c) Performance targets or performance of each member of the Board of Directors and/ or member of the Board of Commissioners, and;

- |  |  |
|--|--|
| <p>(d) Keseimbangan tunjangan antara yang bersifat tetap dan bersifat <i>variable</i>.</p> <p>(3) Struktur, kebijakan dan besaran remunerasi bagi Dewan Komisaris dan Direksi tersebut di atas dievaluasi oleh Komite Nominasi dan Remunerasi sekurang-kurangnya satu kali dalam satu tahun.</p> <p>3) Menyampaikan hasil evaluasi dan memberikan rekomendasi kepada Dewan Komisaris mengenai:</p> <p>a) Kebijakan remunerasi bagi Direksi dan Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.</p> <p>b) Kebijakan remunerasi bagi pejabat eksekutif dan pegawai secara keseluruhan untuk disampaikan kepada Direksi.</p> <p>4) Memastikan bahwa kebijakan remunerasi telah sesuai dengan ketentuan yang berlaku.</p> <p>5) Melakukan evaluasi secara berkala terhadap penerapan kebijakan remunerasi.</p> <p>6) Melakukan penilaian kinerja dengan kesesuaian remunerasi yang diterima masing-masing anggota Direksi dan/ atau anggota Dewan Komisaris.</p> <p>d. Mengikuti rapat dengan Dewan Komisaris apabila diundang.</p> <p>e. Melakukan pertemuan/rapat dengan unit-unit terkait di lingkungan PT TASPEN (Persero).</p> <p>f. Melaksanakan tugas lainnya sesuai aturan dan ketentuan yang berlaku.</p> | <p>(d) The balance of allowances between fixed and variable ones.</p> <p>(3) The Remuneration structure, policy, and amount for the Board of Commissioners and the Board of Directors mentioned above are evaluated by the Nomination and Remuneration Committee at least once a year.</p> <p>3) Conveying the results of the evaluation and providing recommendations to the Board of Commissioners regarding:</p> <p>a) Remuneration policy for the Board of Directors and Board of Commissioners to be submitted to the General Meeting of Shareholders.</p> <p>b) Remuneration policy for executive officers and employees as a whole to be submitted to the Board of Directors.</p> <p>4) Ensuring that the remuneration policy complies with applicable regulations.</p> <p>5) Conducting periodic evaluations of the implementation of the remuneration policy.</p> <p>6) Conducting performance assessments in line with the remuneration received by each member of the Board of Directors and/or member of the Board of Commissioners.</p> <p>d. Participating in the meetings with the Board of Commissioners when invited.</p> <p>e. Holding meetings with relevant units within PT TASPEN (Persero).</p> <p>f. Performing other duties as stipulated by applicable rules and regulations.</p> |
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## HAK DAN WEWENANG KOMITE NOMINASI DAN REMUNERASI

1. Berdasarkan surat penugasan tertulis dari Dewan Komisaris, Komite Nominasi dan Remunerasi berhak untuk mengakses catatan atau informasi tentang karyawan, dana, aset, serta sumber daya lainnya milik PT TASPEN (Persero) yang berkaitan dengan pelaksanaan tugasnya.
2. Untuk melaksanakan tugasnya Komite Nominasi dan Remunerasi dapat bekerjasama Direktur Sumber Daya Manusia dan Direktur lainnya yang terkait.
3. Komite Nominasi dan Remunerasi atas persetujuan Dewan Komisaris dapat menunjuk pihak ketiga (orang atau badan) untuk membantu pelaksanaan tugasnya.
4. Anggota Komite Nominasi dan Remunerasi wajib menjalankan tugas dengan baik dan menjaga kerahasiaan seluruh dokumen, data dan informasi Perseroan, baik dari pihak internal maupun pihak eksternal dan hanya digunakan untuk kepentingan pelaksanaan tugas Komite.
5. Komite Nominasi dan Remunerasi wajib menjalankan tugas dan tanggungjawab terkait dengan kebijakan remunerasi wajib memperhatikan sekurang-kurangnya:
  - a. Kinerja keuangan dan pemenuhan cadangan sebagaimana diatur dalam perundang-undangan.
  - b. Prestasi kerja individual.
  - c. Kewajaran dengan peer group.
  - d. Pertimbangan sasaran dan strategi jangka panjang Perseroan.
6. Sebelum tahun buku berjalan, Komite Nominasi dan Remunerasi wajib menyusun dan menyampaikan Rencana Kerja dan Anggaran Tahunan (RKAT) kepada Dewan Komisaris untuk ditetapkan, yang salinannya disampaikan Dewan Komisaris kepada Direksi untuk diketahui. Pelaksanaan Rencana Kerja dan Anggaran Tahunan Komite Nominasi dan Remunerasi tersebut dilaporkan kepada Dewan Komisaris.
7. Setiap biaya yang timbul berkaitan dengan pelaksanaan tugas Komite Nominasi dan Remunerasi dibebankan kepada PT TASPEN (Persero).
8. Komite Nominasi dan Remunerasi dapat mengirimkan anggotanya untuk mengikuti pelatihan/*workshop* dan pendidikan yang terkait dengan peningkatan kemampuan pelaksanaan tugas Komite Nominasi dan Remunerasi dengan persetujuan Dewan Komisaris.

## RIGHTS AND AUTHORITIES OF NOMINATION AND REMUNERATION COMMITTEE

1. Based on a written assignment letter from the Board of Commissioners, the Nomination and Remuneration Committee has the right to access records or information about employees, funds, assets, and other resources owned by PT TASPEN (Persero) that are related to the implementation of its duties.
2. The Nomination and Remuneration Committee may collaborate with the Human Capital Director and other relevant Directors to carry out its duties.
3. With the approval of the Board of Commissioners, the Nomination and Remuneration Committee may appoint a third party (individual or entity) to assist in the implementation of its duties.
4. Members of the Nomination and Remuneration Committee are required to perform their duties diligently and maintain the confidentiality of all documents, data, and information of the Company, whether from internal or external parties and to use them only for the purposes of carrying out the Committee's duties.
5. The Nomination and Remuneration Committee is obligated to carry out its duties and responsibilities related to remuneration policies, taking into account, at a minimum:
  - a. Financial performance and fulfillment of reserves as regulated in legislation.
  - b. Individual work performance.
  - c. Fairness with the peer groups.
  - d. Consideration of the Company's long-term targets and strategies.
6. Before the fiscal year begins, the Nomination and Remuneration Committee must prepare and submit its Annual Work Plan and Budget (RKAT) to the Board of Commissioners for approval, with a copy sent to the Board of Directors for their information. The implementation of the Nomination and Remuneration Committee's Annual Work Plan and Budget is reported to the Board of Commissioners.
7. Any expenses incurred in relation to the implementation of the Nomination and Remuneration Committee's duties are borne by PT TASPEN (Persero).
8. The Nomination and Remuneration Committee may send its members to attend training/workshops and education related to enhancing their ability to perform the Committee's duties with the approval of the Board of Commissioners.



## KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI Risk Management and Investment Monitoring Committee

Komite Pemantau Manajemen Risiko dan Investasi berfungsi sebagai organ pendukung Dewan Komisaris yang memantau dan *monitoring* pelaksanaan Manajemen Risiko dan Investasi pada PT TASPEN (Persero).

### SUSUNAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI

Komite Pemantau Manajemen Risiko dan Investasi terdiri dari satu orang ketua, satu orang wakil ketua dan dua orang anggota. Ketua Komite Pemantau Manajemen Risiko dan Investasi merupakan Anggota Dewan Komisaris Independen atau anggota Dewan Komisaris yang dapat bertindak independen. Ketua Komite Pemantau Manajemen Risiko dan Investasi berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris berakhir. Ketua Komite Pemantau Manajemen Risiko dan Investasi yang berhenti sebagai anggota Dewan Komisaris, wajib diganti oleh anggota Dewan Komisaris lainnya dalam waktu paling lambat 30 (tiga puluh) hari. Anggota Komite Pemantau Manajemen Risiko dan Investasi dapat berasal dari anggota Dewan Komisaris atau dari luar perusahaan. Ketua Komite Pemantau Manajemen Risiko dan Investasi berhak mengusulkan penggantian anggota Komite Pemantau Manajemen Risiko dan Investasi tersebut berakhir masa tugasnya, mengundurkan diri, atau tidak kompeten dalam melaksanakan tugasnya.

Komite Pemantau Manajemen Risiko dan Investasi diangkat berdasarkan Surat Keputusan Dewan Komisaris Nomor: KEP-14/DK-TASPEN/072020 tanggal 1 Juli 2020 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Komite Pemantau Manajemen Risiko Dewan Komisaris PT TASPEN (Persero), Nomor: KEP-15/DK-TASPEN/072020 tanggal 13 Juli 2020 tentang Pemberhentian dan Pengangkatan Anggota Komite Pemantau Manajemen Risiko dan KEP-05/DK-TASPEN/072021 tentang Pemberhentian dan Pengangkatan Anggota-Anggota Komite Pemantau Manajemen Risiko dan investasi. Susunan Komite Pemantau Manajemen Risiko dan Investasi PT TASPEN (Persero) per tanggal 31 Desember 2022 adalah sebagai berikut:

The Risk Management and Investment Monitoring Committee is a supporting organ of the Board of Commissioners, overseeing and monitoring the Risk Management and Investment implementation at PT TASPEN (Persero).

### COMPOSITION OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE

The Risk Management and Investment Monitoring Committee consists of one Chairman, one Deputy Chairman, and two members. The Chairman of the Risk Management and Investment Monitoring Committee is an Independent Member of the Board of Commissioners or a member of the Board of Commissioners who can act independently. The Risk Management and Investment Monitoring Committee Chairman automatically resigns when their term as a member of the Board of Commissioners ends. Suppose the Risk Management and Investment Monitoring Committee Chairman has resigned as a member of the Board of Commissioners. In that case, he/she must be replaced by another member of the Board of Commissioners within 30 (thirty) days. Members of the Risk Management and Investment Monitoring Committee can come from the members of the Board of Commissioners or from outside the Company. The Chairman of the Risk Management and Investment Monitoring Committee has the right to propose the replacement of members of the Risk Management and Investment Monitoring Committee whose terms have ended, resigned, or are not competent in performing their duties.

The appointment of the Risk Management and Investment Monitoring Committee is based on the Decree of the Board of Commissioners Number: KEP-14/DK-TASPEN/072020 dated July 1, 2020, regarding the Dismissal and Appointment of Members of the Risk Management Monitoring Committee of the Board of Commissioners of PT TASPEN (Persero), Number: KEP-15/DK-TASPEN/072020 dated July 13, 2020, regarding the Dismissal and Appointment of Members of the Risk Management Monitoring Committee, and KEP-05/DK-TASPEN/072021 regarding the Dismissal and Appointment of Members of the Risk Management and Investment Monitoring Committee. The composition of the Risk Management and Investment Monitoring Committee at PT TASPEN (Persero) as of December 31, 2022, was as follows:

NAMA Name	JABATAN Position	PENERBIT SK Decree Issuer	NO.SK Decree Number	TGL.SK Decree Date	BERAKHIR Expired
M. Edhie Purnawan	Ketua Komite Pemantau Manajemen Risiko dan Investasi Chairman of Risk Management and Investment Monitoring Committee	Dewan Komisaris Board of Commissioners	KEP-14/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	Sampai dengan Masa Jabatan Dewan Komisaris Until the term of office of the Board of Commissioners
Bima Haria Wibisana	Wakil Ketua Komite Pemantau Manajemen Risiko dan Investasi Deputy Chairman of Risk Management and Investment Monitoring Committee	Dewan Komisaris Board of Commissioners	KEP-14/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	Sampai dengan Masa Jabatan Dewan Komisaris Until the term of office of the Board of Commissioners
Sigit Rohmadi	Anggota Komite Pemantau Manajemen Risiko dan Investasi Member of Risk Management and Investment Monitoring Committee	Dewan Komisaris Board of Commissioners	KEP-14/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	1 Juli 2023 July 1, 2023
Jani Arjanto	Anggota Komite Pemantau Manajemen Risiko dan Investasi Member of Risk Management and Investment Monitoring Committee	Dewan Komisaris Board of Commissioners	KEP-14/DK-TASPEN/072020	1 Juli 2020 July 1, 2020	1 Juli 2023 July 1, 2023
Priyanto Soedarsono	Anggota Komite Pemantau Manajemen Risiko dan Investasi Member of Risk Management and Investment Monitoring Committee	Dewan Komisaris Board of Commissioners	KEP-05/DK-TASPEN/072021	28 Juli 2021 July 28, 2021	30 April 2022 April 30, 2022

## PROFIL KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI

### M. EDHIE PURNAWAN

#### Ketua Komite Pemantau Manajemen Risiko dan Investasi

Profil M. Edhie Purnawan telah diuraikan dalam pembahasan profil Dewan Komisaris.

### BIMA HARIA WIBISANA

#### Wakil Ketua Komite Pemantau Manajemen Risiko dan Investasi

Profil Bima Haria Wibisana telah diuraikan dalam pembahasan profil Dewan Komisaris.

## PROFILE OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE

### M. EDHIE PURNAWAN

#### Chairman of Risk Management and Investment Monitoring Committee

M. Edhie Purnawan's profile has been described in the discussion of the Board of Commissioners Profile.

### BIMA HARIA WIBISANA

#### Deputy Chairman of Risk Management and Investment Monitoring Committee

Bima Haria Wibisana's profile has been described in the discussion of the Board of Commissioners Profile.



**SIGIT ROHMADI**

**Anggota Komite Pemantau Manajemen Risiko dan Investasi**  
Member of Risk Management and Investment Monitoring Committee

**KEWARGANEGARAAN**  
Citizenship

Indonesia

**USIA | TANGGAL LAHIR**  
Age | Date of Birth

Berusia 43 tahun Per 31 Desember 2022  
18 Oktober 1979  
43 years old as of December 31, 2022  
October 18, 1979

**RIWAYAT PENDIDIKAN**  
History of Education

1. Sarjana Manajemen (Universitas Indonesia) (2004-2006)  
Bachelor of Management (University of Indonesia) (2004-2006)
2. Gelar Associate dalam Perpajakan (Sekolah Tinggi Akuntansi Negara) (1998-2001)  
Associate Degree in Taxation (State College of Accountancy) (1998-2001)

**PENGALAMAN KERJA**  
Work Experiences

1. Direktorat Jenderal Pajak (2001-2013)  
Directorate General of Taxes (2001-2013)
2. Halliburton (2013- Sekarang)  
Halliburton (2013-Present)

**HUBUNGAN AFILIASI**  
Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama  
Has no affiliation with major shareholders

**DOMISILI**  
Domicile

Banten

**JUMLAH KEPEMILIKAN SAHAM** -  
**PT TASPEN (PERSERO)**  
Share Ownership in  
PT TASPEN (Persero)



**JANI ARJANTO**

**Anggota Komite Pemantau Manajemen Risiko dan Investasi**  
**Member of Risk Management and Investment Monitoring Committee**

**KEWARGANEGARAAN**

Citizenship

Indonesia

**USIA | TANGGAL LAHIR**

Age | Date of Birth

Berusia 50 tahun Per 31 Desember 2022

7 November 1972

50 years old as of December 31, 2022

November 7, 1972

**RIWAYAT PENDIDIKAN**

History of Education

1. **Doktoral Ilmu Hukum, Lulus Tahun 2010**  
Doctorate in Law, Graduated in 2010
2. **Magister Ilmu Hukum, Lulus Tahun 2006**  
Master of Laws, Graduated in 2006
3. **Magister Manajemen, Lulus Tahun 2006**  
Master of Management, Graduated in 2006
4. **S1 Ilmu Hukum, Universitas Sebelas Maret Surakarta (UNS Surakarta), Lulus Tahun 1995**  
Bachelor of Laws, Sebelas Maret University Surakarta (UNS Surakarta), Graduated in 1995

**PENGALAMAN KERJA**

Work Experiences

1. **Kasubdit Harmonisasi Peraturan Jaminan Sosial - DJA, (2012 - sekarang)**  
Bachelor of Laws, Sebelas Maret University Surakarta (UNS Surakarta), Graduated in 1995
2. **Kepala Seksi Anggaran IID-4 Direktorat Anggaran II - DJA (2009 - 2012)**  
Head of Budget Section IID-4, Directorate of Budget II - DJA (2009 - 2012)
3. **Kepala Seksi Data Dukungan Teknis Direktorat Anggaran II - DJA (2007 - 2009)**  
Head of Technical Support Data Section, Directorate of Budget II - DJA (2007 - 2009)

**HUBUNGAN AFILIASI**

Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama

Has no affiliation with major shareholders

**DOMISILI**

Domicile

Jakarta Pusat

Central Jakarta

**JUMLAH KEPEMILIKAN SAHAM**

**PT TASPEN (PERSERO)**

Share Ownership in

PT TASPEN (Persero)

-



**PRIYANTO SOEDARSONO**

**Anggota Komite Pemantau Manajemen Risiko dan Investasi**  
**Member of Risk Management and Investment Monitoring Committee**

**KEWARGANEGARAAN**

Citizenship

Indonesia

**USIA | TANGGAL LAHIR**

Age | Date of Birth

Berusia 47 tahun Per 31 Desember 2022

2 September 1975

47 years old as of December 31, 2022

September 2, 1975

**RIWAYAT PENDIDIKAN**

History of Education

1. **Magister Manajemen, Universitas Gadjah Mada (UGM), Lulus Tahun 2005**  
Master of Management, Gadjah Mada University (UGM), Graduated in 2005
2. **S1 Ekonomi, Universitas Terbuka, Lulus tahun 2010**  
Bachelor of Economics, Universitas Terbuka, Graduated in 2010
3. **S1 Teknik, Institut Teknologi Bandung (ITB), Lulus Tahun 2000**  
Bachelor of Engineering, Bandung Institute of Technology (ITB), Graduated in 2000

**PENGALAMAN KERJA**

Work Experiences

1. **Project Leader - German Development Cooperation (GIZ) for Directorate General of Budget Financing and Risk Management (DJPPR), Ministry of Finance Republic of Indonesia**  
Project Leader - German Development Cooperation (GIZ) for Directorate General of Budget Financing and Risk Management (DJPPR), Ministry of Finance Republic of Indonesia
2. **Co-Project Leader in Investment Management Expert - Bisnis Indonesia Intelligence Unit for Investment Procedure Project Lembaga Pengelola Dana Pendidikan (LPDP), Ministry of Finance Republic of Indonesia**  
Co-Project Leader in Investment Management Expert - Bisnis Indonesia Intelligence Unit for Investment Procedure Project of Educational Fund Management Institution (LPDP), the Ministry of Finance of the Republic of Indonesia
3. **Managing Partner - PT Inpartner Consulting**  
Managing Partner - PT Inpartner Consulting
4. **Faculty Member - Prasetya Mulya University**  
Faculty Member - Prasetya Mulya University
5. **Chief Investment Officer / Investment Director - PT Principal Asset Management**  
Chief Investment Officer / Investment Director - PT Principal Asset Management
6. **Head of Investment - PT Danareksa Investment Management**  
Head of Investment - PT Danareksa Investment Management
7. **Vice President Fixed Income Investment / Head of Fixed Income - PT CIMB Principal Asset**  
Vice President Fixed Income Investment / Head of Fixed Income - PT CIMB Principal Asset
8. **Investment Manager - Mandiri Manajemen Investasi**  
Investment Manager - Mandiri Investment Management
9. **Investment Analyst - Mandiri Manajemen Investasi**  
Investment Analyst - Mandiri Investment Management
10. **Research Analyst - Mandiri Sekuritas**  
Research Analyst - Mandiri Securities
11. **Senior Business Analyst - Kresna Graha Investama Tbk (November 2020-sekarang)**  
Senior Business Analyst - Kresna Graha Investama Tbk (November 2020-present)
12. **Senior Research Analyst - Kresna Securities (2010-November 2020)**  
Senior Research Analyst - Kresna Securities (2010-November 2020)
13. **Junior Analyst - Trimegah Securities - Writing technical analysis report, economic report, and assisting senior analyst (2009-2010)**  
Junior Analyst - Trimegah Securities - Writing technical analysis report, economic report, and assisting senior analyst (2009-2010)

**HUBUNGAN AFILIASI**

Affiliated Relationship

Tidak memiliki hubungan afiliasi dengan pemegang saham utama

Has no affiliation with major shareholders

**DOMISILI**

Domicile

Jakarta Selatan

South Jakarta

**JUMLAH KEPEMILIKAN SAHAM**

-

**PT TASPEN (PERSERO)**

Share Ownership in

PT TASPEN (Persero)

## **MASA JABATAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI**

1. Masa tugas anggota Komite Pemantau Manajemen Risiko dan Investasi yang bukan anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.
2. Akumulasi masa jabatan seorang anggota Komite Pemantau Manajemen Risiko dan Investasi yang bukan anggota Dewan Komisaris maksimal selama 5 (lima) tahun.
3. Anggota Komite Pemantau Manajemen Risiko dan Investasi yang telah menjabat sampai dengan batas waktu maksimal, tidak dapat melanjutkan jabatannya.

## **PENGANGKATAN DAN PEMBERHENTIAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI**

1. Komite Pemantau Manajemen Risiko dan Investasi diangkat dan diberhentikan oleh Dewan Komisaris.
2. Ketua dan Anggota Komite Pemantau Manajemen Risiko dan Investasi diangkat dan diberhentikan oleh Dewan Komisaris.
3. Pengangkatan dan pemberhentian Ketua dan Anggota Komite Pemantau Manajemen Risiko dan Investasi dilaporkan kepada Rapat Umum Pemegang Saham (RUPS).

## **PERSYARATAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI**

1. Persyaratan Kompetensi
  - a. Memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman yang memadai di bidang manajemen risiko dan investasi serta mampu mengkomunikasikan secara lisan maupun tertulis semua hasil pelaksanaan tugasnya kepada Dewan Komisaris sesuai dengan prosedur yang berlaku.
  - b. Salah seorang dari anggota Komite Pemantau Manajemen Risiko dan Investasi harus memiliki latar belakang Pendidikan atau memiliki keahlian di bidang manajemen dan keuangan.
  - c. Anggota Komite Pemantau Manajemen Risiko dan Investasi mempunyai kemampuan untuk memahami proses bisnis perusahaan, risiko yang dihadapi oleh perusahaan dan permasalahan investasi terkait dengan tugas dan fungsi pengawasan.

## **TERM OF OFFICE OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE**

1. The term of office for members of the Risk Management and Investment Monitoring Committee who are not members of the Board of Commissioners is a maximum of 3 (three) years and can be extended once for 2 (two) years without prejudice to the right of the Board of Commissioners to dismiss them at any time.
2. The cumulative term of office for a member of the Risk Management and Investment Monitoring Committee who is not a member of the Board of Commissioners is a maximum of 5 (five) years.
3. Members of the Risk Management and Investment Monitoring Committee who have served up to the maximum time limit cannot continue their positions.

## **APPOINTMENT AND DISMISSAL OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE**

1. The Risk Management and Investment Monitoring Committee is appointed and dismissed by the Board of Commissioners.
2. The Chairman and members of the Risk Management and Investment Monitoring Committee are appointed and dismissed by the Board of Commissioners.
3. The appointment and dismissal of the Chairman and members of the Risk Management and Investment Monitoring Committee are reported to the General Meeting of Shareholders (GMS).

## **REQUIREMENTS FOR RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE**

1. Competency Requirements
  - a. Have high integrity, adequate capabilities, knowledge, and experiences in risk management and investment, and the ability to communicate both orally and in writing all the results of their duties implementation to the Board of Commissioners per the applicable procedures.
  - b. One of the Risk Management and Investment Monitoring Committee members must have a background in education or expertise in management and finance.
  - c. Members of the Risk Management and Investment Monitoring Committee have the ability to understand the Company's business processes, the risks the Company faces, and investment issues related to supervisory duties and functions.

- d. Mampu mempelajari dan memahami peraturan perundang-undangan terutama berkaitan dengan BUMN, Kementerian Keuangan, OJK dan peraturan perundang-undangan yang berkaitan dengan kegiatan atau operasional perusahaan.
- e. Mampu berkomunikasi secara efektif dan dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.

## 2. Persyaratan Umum/Independensi

- a. Dalam kurun waktu 12 (dua belas) bulan terakhir sebelum diangkat oleh Dewan Komisaris, tidak pernah terikat dalam pekerjaan atau penugasan yang memberikan jasa audit, jasa konsultasi hukum, jasa konsultasi lainnya kepada perusahaan.
- b. Dalam kurun waktu 12 (dua belas) bulan terakhir sebelum diangkat oleh Dewan Komisaris, tidak pernah terikat dalam kewenangan dan tanggungjawab untuk merencanakan, memimpin atau mengendalikan kegiatan perusahaan.
- c. Tidak memiliki hubungan usaha baik langsung maupun tidak langsung berkaitan dengan kegiatan usaha perusahaan.
- d. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negative dan benturan kepentingan terhadap perusahaan.
- e. Tidak mempunyai hubungan keluarga sedarah sampai derajat ke tiga, baik menurut garis lurus maupun garis ke samping ataupun hubungan yang timbul karena perkawinan dengan anggota Dewan Komisaris, anggota Direksi atau Pemegang Saham Perusahaan.
- f. Tidak merangkap sebagai anggota Dewan Komisaris, Sekretaris/Staf Sekretaris Dewan Komisaris pada BUMN dan/atau perusahaan lain.
- g. Tidak merangkap sebagai Anggota Komite Audit, Komite Pemantau Manajemen Risiko atau Anggota Komite lainnya pada perusahaan dan/atau anggota Komite pada BUMN dan/atau Perusahaan lain.

## TUGAS KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI

1. Membantu Dewan Komisaris dalam mengkaji sistem manajemen risiko yang disusun oleh Direksi serta menilai toleransi yang dapat diambil oleh perusahaan.
2. Membantu Komisaris dalam mengidentifikasi risiko usaha sesuai *best practice* pengelolaan risiko.

- d. Have the ability to study and understand relevant legal regulations, especially related to SOEs, the Ministry of Finance, OJK, and laws and regulations related to the Company's activities or operations.
- e. Have the ability to communicate effectively and have sufficient time to fulfill their responsibilities.

## 2. General Requirements/Independence

- a. In the last 12 months before their appointment by the Board of Commissioners, they must not have been involved in employment or assignments that provide audit, legal consultation, or other consulting services to the Company.
- b. In the last 12 months before their appointment by the Board of Commissioners, they must not have had the authority and responsibility to plan, lead, or control the Company's activities.
- c. They must not have any direct or indirect business relationships related to the Company's business activities.
- d. They must not have personal interests or relationships that can result in negative impact and conflicts of interest for the Company.
- e. They must not have any blood relationship up to the third degree, either vertically or horizontally, or consanguinity with members of the Board of Commissioners, members of the Board of Directors, or shareholders of the Company.
- f. Not concurrently serving as a member of the Board of Commissioners, Secretary/Secretary Staff of the Board of Commissioners in a State-Owned Enterprise (SOE) and/or other companies.
- g. Not concurrently serving as a member of the Audit Committee, Risk Management Monitoring Committee, or any other Committee in the Company and/or as a member of a Committee in an SOE and/or other companies.

## DUTIES OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE

1. Assist the Board of Commissioners in reviewing the risk management system developed by the Board of Directors and assess the Company's risk tolerance.
2. Assist the Commissioners in identifying business risks according to risk management best practice.

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>3. Memantau pelaksanaan kebijakan manajemen risiko yang terdiri dari risiko reputasi, risiko liabilitas, risiko keuangan, risiko pasar, risiko dana, risiko operasional, risiko legal dan risiko Sumber Daya Manusia (SDM) sesuai <i>best practice</i> pengelolaan risiko.</li> <li>4. Mengevaluasi pelaksanaan kegiatan operasional PT TASPEN (Persero) sesuai <i>best practice</i> pengelolaan risiko dan selanjutnya melaporkannya kepada Dewan Komisaris</li> <li>5. Melakukan pendalaman atas potensi risiko sesuai dengan <i>best practice</i> pengelolaan risiko yang perlu mendapatkan perhatian Komisaris dan memberikan saran perbaikan dan tindak lanjut kepada Komisaris.</li> <li>6. Memastikan pelaksanaan kegiatan investasi sesuai dengan peraturan perundang-undangan yang berlaku.</li> <li>7. Memastikan efektivitas pelaksanaan kegiatan investasi yang dilakukan oleh perusahaan.</li> <li>8. Memberikan rekomendasi atas kegiatan investasi yang memerlukan persetujuan dari dewan komisaris.</li> <li>9. Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris serta tugas-tugas Dewan Komisaris Lainnya.</li> <li>10. Melaksanakan tugas-tugas lainnya yang diberikan oleh Dewan Komisaris.</li> </ol> | <ol style="list-style-type: none"> <li>3. Monitor the implementation of risk management policies, including reputation, liability, financial, market, fund, operational, legal, and human resources risks, following risk management best practices.</li> <li>4. Evaluate the implementation of operational activities of PT TASPEN (Persero) according to risk management best practices and subsequently report it to the Board of Commissioners.</li> <li>5. Conduct in-depth assessments of potential risks according to risk management best practices that require the Board of Commissioners' attention and provide recommendations for improvements and follow-up actions to the Board of Commissioners.</li> <li>6. Ensure that investment activities are conducted in compliance with applicable laws and regulations.</li> <li>7. Ensure the effectiveness of the Company's investment activities.</li> <li>8. Provide recommendations for investment activities requiring approval from the Board of Commissioners.</li> <li>9. Identify matters requiring the attention of the Board of Commissioners and other duties of the Board of Commissioners.</li> <li>10. Perform other duties assigned by the Board of Commissioners.</li> </ol> |
|--|---|

Lingkup Pekerjaan Komite Pemantau Manajemen Risiko dan Investasi mencakup:

1. Menilai efektivitas Manajemen Risiko dan Investasi
  - a. Komite Pemantau Manajemen Risiko dan Investasi mengkaji dan memonitor kecukupan upaya Direksi dalam menjalankan, mengembangkan dan mempertahankan manajemen risiko yang efektif untuk mengamankan aset dan pelaksanaan kegiatan investasi perusahaan.
  - b. Pengkajian terhadap aktivitas pengendalian pengelolaan manajemen risiko dan investasi yaitu suatu proses untuk mengidentifikasi, melakukan Analisa dan menilai pengelolaan risiko yang relevan dan pengelolaan investasi yang aman dan menghasilkan imbal balik yang optimal.
  - c. Aktivitas pengendalian, yaitu tindakan-tindakan yang dilakukan dalam suatu proses pengendalian terhadap kegiatan perusahaan pada setiap tingkat dan unit dalam struktur organisasi perusahaan, termasuk didalamnya mengenai kewenangan, otoritas, verifikasi, rekonsiliasi, penilaian atas prestasi kerja, pembagian dan keamanan aset perusahaan.

Scope of Work of Risk Management and Investment Monitoring Committee include:

1. Assess the effectiveness of Risk Management and Investment
  - a. The Risk Management and Investment Monitoring Committee assesses and monitors the adequacy of the Board of Directors' efforts in implementing, developing, and maintaining effective risk management to safeguard the Company's assets and investment activities.
  - b. The assessment of risk management and investment control activities involves identifying, analyzing, and assessing relevant risk management and investment management that are secure and yield optimal returns.
  - c. Control activities refer to actions taken in the control process of the Company's activities at every level and unit within the Company's organizational structure, including issues related to authority, authorization, verification, reconciliation, performance assessment, distribution, and asset security.



- d. Sistem Informasi dan Komunikasi, yaitu proses penyajian laporan mengenai kegiatan operasional, finansial dan ketaatan/kepatuhan terhadap peraturan perundang-undangan.
2. Memantau pelaksanaan kebijakan manajemen risiko yang terdiri dari risiko reputasi, risiko liabilitas, risiko keuangan, risiko pasar, risiko dana, risiko operasional, risiko legal dan risiko Sumber Daya Manusia (SDM) sesuai *best practice* pengelolaan risiko.
  3. Memantau, mengevaluasi dan mengidentifikasi risiko usaha terutama atas investasi yang dilakukan oleh PT TASPEN (Persero) sesuai dengan *best practice* pengelolaan risiko dan peraturan perundang-undangan yang berlaku.

#### **KEWENANGAN KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI**

1. Komite Pemantau Manajemen Risiko dan Investasi berwenang untuk mengakses catatan atau informasi tentang karyawan, dana, aset serta sumber daya perusahaan lainnya yang berkaitan dengan pelaksanaan tugasnya.
2. Dalam hal tertentu, Komite Pemantau Manajemen Risiko dan Investasi dapat melaksanakan tugas yang diberikan oleh Dewan Komisaris setelah mendapat surat tugas yang ditanda tangani oleh Komisaris Utama.
3. Melalui persetujuan tertulis Dewan Komisaris, bilamana diperlukan, Komite Pemantau Manajemen Risiko dan Investasi dapat meminta bantuan tenaga ahli dan/atau konsultan yang menjadi beban perusahaan.
4. Komite Pemantau Manajemen Risiko dan Investasi bertanggungjawab untuk menjaga kerahasiaan dokumen, data dan informasi perusahaan baik dari pihak internal maupun pihak eksternal dan hanya dipergunakan untuk kepentingan tugasnya.

#### **TANGGUNG JAWAB KOMITE PEMANTAU MANAJEMEN RISIKO DAN INVESTASI**

Tanggung jawab Komite Pemantau Manajemen Risiko dan Investasi meliputi:

1. Anggota Komite Pemantau Manajemen Risiko dan Investasi wajib menyediakan waktu yang cukup untuk menyelesaikan tugas-tugas yang menjadi tanggungjawabnya. Komite Pemantau Manajemen Risiko dan Investasi mengadakan rapat intern secara berkala minimal 1 (satu) kali dalam satu bulan untuk membahas pelaksanaan rencana kerja Komite Pemantau Manajemen Risiko dan Investasi.

- d. Information Systems and Communications entail presenting reports on the Company's operational, financial, and regulatory compliance activities.

2. Monitor the implementation of risk management policies, including reputation, liability, financial, market, fund, operational, legal, and human resources risks, following risk management best practices.
3. Monitor, evaluate, and identify business risks, especially regarding investments made by PT TASPEN (Persero), according to risk management best practices and applicable laws and regulations.

#### **AUTHORITIES OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE**

1. The Risk Management and Investment Monitoring Committee is authorized to access records or information related to employees, funds, assets, and other company resources relevant to the implementation of its duties.
2. In certain situations, the Risk Management and Investment Monitoring Committee may carry out duties assigned by the Board of Commissioners after receiving an assignment letter signed by the President Commissioner.
3. With the written approval of the Board of Commissioners, if necessary, the Risk Management and Investment Monitoring Committee may request the assistance of experts or consultants with the associated costs borne by the Company.
4. The Risk Management and Investment Monitoring Committee is responsible for maintaining the confidentiality of company documents, data, and information from internal or external parties and must only use them in the interest of its duties.

#### **RESPONSIBILITIES OF RISK MANAGEMENT AND INVESTMENT MONITORING COMMITTEE**

The responsibilities of the Risk Management and Investment Monitoring Committee include:

1. The Risk Management and Investment Monitoring Committee members are obligated to allocate sufficient time to fulfill their responsibilities. The Risk Management and Investment Monitoring Committee holds regular internal meetings at least once a month to discuss the implementation of the Risk Management and Investment Monitoring Committee's work plan.

2. Komite Pemantau Manajemen Risiko dan Investasi dapat mengadakan rapat-rapat khusus yang berkaitan dengan tugas-tugas dari Dewan Komisaris.
  3. Mengikuti rapat dengan Dewan Komisaris apabila diundang.
  4. Melakukan kegiatan rapat dengan Komite lainnya maupun dengan unit-unit dilingkungan perusahaan.
  5. Membuat Notulen Rapat, Laporan Kegiatan baik triwulan maupun laporan tahunan.
  6. Membuat laporan kepada Dewan Komisaris atas setiap penugasan yang diberikan dan jika diperlukan disertai dengan rekomendasi.
  7. Menyusun Rencana Kerja Tahunan Komite Pemantau Manajemen Risiko dan Investasi.
  8. Evaluasi kinerja baik secara individu maupun kolektif akan dilakukan setiap tahun oleh Dewan Komisaris.
2. The Risk Management and Investment Monitoring Committee may hold special meetings related to the duties of the Board of Commissioners.
  3. Attend the Board of Commissioners meetings when invited.
  4. Conduct meetings with other committees and company units.
  5. Prepare meeting minutes and activity reports, both quarterly and annually.
  6. Make reports to the Board of Commissioners for any assigned duties, accompanied by recommendations if deemed necessary.
  7. Prepare the Annual Work Plan of the Risk Management and Investment Monitoring Committee.
  8. Performance evaluations, both individually and collectively, will be conducted annually by the Board of Commissioners.