

Prinsip 2: | Principle 2:**Komposisi dan Remunerasi Direksi dan Dewan Komisaris****Composition and Remuneration of the Board of Directors and Board of Commissioners**

Anggota Direksi dan anggota Dewan Komisaris dipilih dan ditetapkan sedemikian rupa sehingga komposisi Direksi sebagai organ pengelolaan dan komposisi Dewan Komisaris sebagai organ pengawasan adalah beragam dan masing-masing terdiri dari para Direktur dan Komisaris yang memiliki komitmen, pengetahuan, kemampuan, pengalaman dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran pengelolaan Direksi dan peran pengawasan Dewan Komisaris.

Members of the Board of Directors and members of the Board of Commissioners are selected and appointed in such a way that the composition of the Board of Directors as a management organ and the composition of the Board of Commissioners as a supervisory organ are diverse, and each consists of Directors and Commissioners who have the commitment, knowledge, abilities, experience, and expertise needed to appropriately fulfill the management role of the Board of Directors and the supervisory role of the Board of Commissioners.

- Indonesia Re senantiasa mematuhi peraturan yang berlaku terkait dengan komposisi Dewan Komisaris dan Direksi. Setelah memenuhi kriteria yang disyaratkan, Direksi dan Dewan Komisaris harus lulus dalam penilaian kemampuan dan kepatutan OJK untuk dapat diangkat sebagai Direksi dan Dewan Komisaris.
- Dalam komposisi dan susunan anggota Dewan Komisaris disebutkan bahwa paling kurang terdiri dari dua orang anggota Dewan Komisaris. Minimal 30% dari jumlah keseluruhan Dewan Komisaris harus merupakan Komisaris Independen.
- Pada tahun 2023, jumlah anggota Dewan Komisaris Indonesia Re sebanyak 5 (lima) orang, yang 3 (tiga) atau 60% di antaranya adalah Komisaris Independen, sehingga Perusahaan telah memenuhi aturan yang berlaku.
- Sementara itu, untuk komposisi Direksi, mengacu pada Peraturan OJK No. 33/POJK.04/2014 mengenai jumlah anggota Direksi Perusahaan, setidaknya jumlah Direksi minimal 2 (dua) orang.
- Pada tahun 2023, jumlah Direksi di Indonesia Re telah memenuhi aturan tersebut yakni sebanyak 5 (lima) anggota Direksi. Masing-masing anggota Direksi memiliki pengalaman yang baik di bidangnya. Seluruh anggota Direksi Indonesia Re berdomisili di Indonesia dan memiliki integritas serta kompetensi yang memadai sesuai dengan persyaratan lulus penilaian kemampuan dan kepatutan OJK.
- Adapun untuk remunerasi, Perusahaan menyusun remunerasi Direksi dan Dewan Komisaris sesuai dengan Peraturan Menteri BUMN Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara

- Indonesia Re always complies with applicable regulations relating to the composition of the Board of Commissioners and the Board of Directors. After meeting the required criteria, the Board of Directors and Board of Commissioners must pass the OJK fit and proper test to be appointed as the Board of Directors and Board of Commissioners.
- In the composition and formation of the members of the Board of Commissioners, it is stated that it consists of at least two members of the Board of Commissioners. A minimum of 30% of the total number of Board of Commissioners must be Independent Commissioners.
- In 2023, the number of members of Indonesia Re's Board of Commissioners was 5 (five), of which 3 (three), or 60%, are Independent Commissioners, so the Company has complied with applicable regulations.
- Meanwhile, for the composition of the Board of Directors, refer to OJK Regulation No. 33/POJK.04/2014 regarding the number of members of the Company's Board of Directors, which outlines that at least the minimum number of the Board of Directors is 2 (two) people.
- In 2023, the number of members of the Board of Directors at Indonesia Re complied with these regulations, namely 5 (five) members of the Board of Directors. Each member of the Board of Directors has good experience in their field. All members of the Board of Directors of Indonesia Re are domiciled in Indonesia and have sufficient integrity and competence in accordance with the requirements for passing the OJK fit and proper test.
- As for remuneration, the Company prepares the remuneration of the Board of Directors and Board of Commissioners in accordance with the Minister of SOE Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Remunerasi dirancang untuk secara efektif menyelaraskan kepentingan anggota Direksi dan anggota Dewan Komisaris dengan kepentingan jangka panjang korporasi dan penciptaan nilai yang berkelanjutan.

Remuneration is designed to effectively align the interests of members of the Board of Directors and members of the Board of Commissioners with the long-term interests of the corporation and sustainable value creation.

- Penetapan remunerasi Direksi dan Dewan Komisaris juga memperhatikan surat Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. S-37/DK-INDONESIARE/v/2023 Tanggal 16 Mei 2023 tentang Usulan Penetapan Gaji/Honorarium Tahun 2023 dan Tantiem Tahun 2023 Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) yang kemudian ditetapkan oleh Kementerian BUMN sesuai surat No. SR-4/Wk2.MBU.08/07/2023 tanggal 21 Juli 2023 tentang penetapan penghasilan direksi dan dewan komisaris PT Reasuransi Indonesia Utama (Persero) Tahun 2023
- Remunerasi tersebut terdiri atas gaji/honorarium, tunjangan, fasilitas, dan tantiem.

- Determination of the remuneration of the Board of Directors and Board of Commissioners also takes into account the letter of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. S-37/DK-INDONESIARE/v/2023 dated May 16, 2023, concerning the Proposed Determination of Salaries/Honorariums and Tantiem of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) for 2023, which were then determined by the Ministry of SOE in accordance with letter No. SR-4/Wk2.MBU.08/07/2023 dated July 21, 2023, concerning the determination of the income of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) for 2023
- The remuneration consists of salary/honorarium, allowances, facilities, and bonuses.