



Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
<p><b>Prinsip 2:   Principle 2:</b> <b>Komposisi dan Remunerasi Direksi dan Dewan Komisaris</b> Composition and Remuneration of Board of Directors and Board of Commissioners</p>		
<p>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.</p> <p>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 the management organ and the composition of the Board of Commissioners as the supervisory organ are diverse and each consists of Directors and Commissioners who have the commitment, knowledge, ability, experience and expertise required to appropriately fulfill the management role of the Board of Directors and the supervisory role of the Board of Commissioners.</p>	<ul style="list-style-type: none"> <li>- 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.</li> <li>- 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.</li> <li>- Pada tahun 2022, 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.</li> <li>- 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.</li> <li>- Pada tahun 2022, 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.</li> <li>- Seluruh anggota Direksi Indonesia Re berdomisili di Indonesia dan memiliki integritas serta kompetensi yang memadai sesuai dengan persyaratan lulus penilaian kemampuan dan kepatutan OJK.</li> <li>- Adapun untuk remunerasi, Perusahaan menyusun remunerasi Direksi dan Dewan Komisaris sesuai dengan dengan Peraturan Menteri BUMN PER-13/MBU/09/2021 tentang perubahan ke enam Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-04/MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.</li> </ul>	<ul style="list-style-type: none"> <li>- Indonesia Re always complies with applicable regulations related to the composition of the Board of Commissioners and Board of Directors. After meeting the required criteria, the Board of Directors and Board of Commissioners must pass OJK's fit and proper test to be appointed as the Board of Directors and Board of Commissioners.</li> <li>- The composition and structure of the Board of Commissioners states that there must be at least two members of the Board of Commissioners. At least 30% of the total number of members of the Board of Commissioners must be Independent Commissioners.</li> <li>- In 2022, there are 5 (five) members of the Board of Commissioners of Indonesia Re, of which 3 (three) or 60% are Independent Commissioners, so the Company has complied with the applicable regulations.</li> <li>- Meanwhile, for the composition of the Board of Directors, referring to OJK Regulation No. 33/POJK.04/2014 regarding the number of members of the Company's Board of Directors, the number of Directors is at least 2 (two) people.</li> <li>- In 2022, the number of Directors in Indonesia Re has fulfilled the regulation, with 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 to pass the OJK fit and proper test.</li> <li>- As for remuneration, the Company prepares the remuneration of the Board of Directors and the Board of Commissioners in accordance with the Regulation of the Minister of PER-13/MBU/09/2021 tentang perubahan ke enam sixth Amendment to the Regulation of the Minister of State-Owned Enterprises Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of State-Owned Enterprises.</li> </ul>

## Tata Kelola Perusahaan Good Corporate Governance

Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
<p>Remunerasi dirancang untuk secara efektif menyelaraskan kepentingan anggota Direksi dan anggota Dewan Komisaris dengan kepentingan jangka panjang korporasi dan penciptaan nilai yang berkelanjutan.</p> <p>Remuneration is designed to effectively align the interests of Board members with the long-term interests of the corporation and sustainable value creation.</p>	<ul style="list-style-type: none"> <li>- Penetapan remunerasi Direksi dan Dewan Komisaris juga memperhatikan surat Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. S-23/DK-INDONESIARE/VI/2022 Tanggal 10 Juni 2022 tentang Usulan Penetapan Gaji/Honorarium Tahun 2022 dan Tantiem Tahun 2021 Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) yang kemudian ditetapkan oleh Kementerian BUMN Sesuai surat No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022 tentang penetapan penghasilan direksi dan dewan komisaris PT Reasuransi Indonesia Utama (Persero) Tahun 2022.</li> <li>- Remunerasi tersebut terdiri atas gaji/honorarium, tunjangan, fasilitas, dan tantiem.</li> </ul>	<ul style="list-style-type: none"> <li>- In determining the remuneration of the Board of Directors and Board of Commissioners, the Company also took into account the letter of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. S-23/DK-INDONESIARE/VI/2022 dated 10 June 2022 regarding the Proposal for Determination of Salary / Honorarium for 2022 and Tantiem for 2021 of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) which was then determined by the Ministry of SOEs in accordance with letter No. SR-106/Wk2.MBU.B/08/2022 dated 31 August 2022 regarding the determination of the income of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) for 2022.</li> <li>- The remuneration consists of salary/honorarium, allowances, facilities, and tantiem.</li> </ul>
<p><b>Prinsip 3:   Principle 3:</b> <b>Hubungan Kerja antara Direksi dan Dewan Komisaris</b> Working Relationship between Board of Directors and Board of Commissioners</p>		
<p>Direksi dan Dewan Komisaris memiliki hubungan kerja yang erat, terbuka, konstruktif, profesional dan saling percaya untuk kepentingan terbaik korporasi.</p> <p>The Board of Directors and Board of Commissioners have a close, open, constructive, professional and mutual trust working relationship for the best interest of the corporation.</p>	<p>Indonesia Re mengatur hubungan kerja Dewan Komisaris dan Direksi di lingkungan Perusahaan. Hubungan keduanya adalah hubungan check and balances untuk kemajuan dan kesehatan Perusahaan. Sesuai dengan fungsinya masing-masing, Dewan Komisaris dan Direksi, bertanggung jawab atas kelangsungan usaha Perusahaan dalam jangka panjang. Dewan Komisaris dan Direksi secara bersama-sama sesuai dengan fungsinya masing-masing melakukan tugas, tanggung jawab dan kewajibannya sehingga dapat dicapai kelangsungan usaha Perusahaan dalam jangka panjang.</p>	<p>Indonesia Re regulates the working relationship between the Board of Commissioners and the Board of Directors within the Company. The relationship between the two is a relationship of checks and balances for the progress and health of the Company. In accordance with their respective functions, the Board of Commissioners and the Board of Directors are responsible for the Company's long-term business continuity. The Board of Commissioners and the Board of Directors together in accordance with their respective functions perform their duties, responsibilities and obligations so that the Company's long-term business continuity can be achieved.</p>
<p><b>Prinsip 4:   Principle 4:</b> <b>Perilaku Etis</b> Perilaku Etis</p>		
<p>Korporasi memiliki komitmen untuk bertindak secara etis dan bertanggung jawab, menegakkan nilai-nilai dan budaya organisasi.</p> <p>The corporation is committed to acting ethically and responsibly, upholding the values and culture of the organization.</p>	<p>Perusahaan telah mengatur penerapan prinsip perilaku etis dalam Kode Etik dan Etika Bisnis yang menjadi pedoman bagi seluruh organisasi Perusahaan, dari Dewan Komisaris, Direksi, hingga karyawan.</p>	<p>The Company has regulated the implementation of ethical behavior principles in the Code of Ethics and Business Ethics which serves as a guideline for the entire Company organization, from the Board of Commissioners, Board of Directors, to employees.</p>