

Struktur Remunerasi Dewan Komisaris dan Direksi

Berdasarkan Peraturan Menteri BUMN No. PER-01/MBU/05/2019 tentang Perubahan Keempat atas Peraturan Menteri Badan Usaha Milik Negara No. PER04/MBU/2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara dan sesuai Surat Keputusan Direksi No. No. 190/SK/WBP/PEN/2022 tanggal 28 Desember 2022, struktur dan komponen remunerasi Dewan Komisaris dan Direksi WSBP adalah sebagai berikut:

Remuneration Structure of Board of Commissioners and Board of Directors

Based on the Minister of SOE Regulation No. PER-01/MBU/05/2019 on the Fourth Amendment to the Regulation of Minister of State-Owned Enterprises No. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Board of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises and according to the Board of Directors Decree No. 190/SK/WBP/PEN/2022 dated December 28, 2022, the structure and components of remuneration of the Company's Board of Commissioners and Board of Directors are as follows:

Struktur Remunerasi Dewan Komisaris dan Direksi PT Waskita Beton Precast Tbk Remuneration Structure of Board of Commissioners and Board of Directors of PT Waskita Beton Precast Tbk

Struktur Remunerasi Dewan Komisaris Remuneration Structure of Board of Commissioners	Struktur Remunerasi Direksi Remuneration Structure of Board of Directors
Honorarium Dewan Komisaris Board of Commissioners Honorarium <ul style="list-style-type: none"> Perhitungan honorarium Komisaris Utama sebesar 45% dari gaji President Director. Perhitungan honorarium Komisaris sebesar 90% dari honorarium Komisaris Utama. President Commissioner honorarium is 45% of President Director salary. Commissioner honorarium is 90% of President Commissioner honorarium. 	Gaji Direksi Board of Directors Salary <ul style="list-style-type: none"> Gaji President Director ditetapkan melalui RUPS. Berdasarkan Keputusan RUPS 2022, besaran gaji President Director untuk tahun 2022 yang telah ditetapkan dan disahkan oleh pimpinan rapat adalah sebesar Rp126.500.000,-. Perhitungan gaji Direktur lainnya sebesar 85% dari gaji President Director. President Director's salary is determined through the GMS. Based on the 2022 GMS resolution, the amount of salary of President Director for 2022 which has been determined and approved by the chairman of meeting is Rp126.500.000,-. Other Directors salary is 85% from President Director salary.
Tunjangan Dewan Komisaris Board of Commissioners Facility <ol style="list-style-type: none"> Tunjangan Hari Raya Keagamaan 1 (satu) kali Honorarium Asuransi Purna Jabatan Diberikan dalam bentuk Asuransi Purna Jabatan, dengan premi maksimal 25% dari Honorarium per tahun. Tunjangan Transportasi Sebesar maksimal 20% x Honorarium. <ol style="list-style-type: none"> Religious Holiday Allowance 1 (one) time Honorarium Post-Service Insurance Provided in the form of Post-Service Insurance, with a maximum premium of 25% of Honorarium per year. Transportation Allowance A maximum of 20% x Honorarium. 	Tunjangan Direksi Board of Directors Facility <ol style="list-style-type: none"> Tunjangan Hari Raya Keagamaan 1 (satu) kali Gaji. Tunjangan Perumahan Tunjangan Perumahan termasuk Biaya Utilitas diberikan secara bulanan sebesar Rp15.000.000,00. Santunan Purna Jabatan Diberikan dalam bentuk Asuransi Purna Jabatan, dengan premi maksimal 25% dari Gaji per tahun. <ol style="list-style-type: none"> Religious Holiday Allowance 1 (one) time Salary. Housing Allowance Housing Allowance including Utilities Fee is given monthly in the amount of Rp15,000,000 Post-Service Compensation Provided in the form of post-employment insurance, with a maximum premium of 25% of salary per year
Fasilitas Dewan Komisaris Board of Commissioners Facility <ol style="list-style-type: none"> Fasilitas Kesehatan Dikelola oleh pihak ke-3 (Asuransi) Fasilitas Bantuan Hukum At cost. <ol style="list-style-type: none"> Health Facility Managed by 3rd party (Insurance) Legal Assistance Facility At cost 	Fasilitas Direksi Board of Directors Facility <ol style="list-style-type: none"> Fasilitas Kendaraan 1 (satu) Unit Kendaraan Dinas dan Biaya Operasional Rp 10.000.000,- /bulan Fasilitas Kesehatan Dikelola oleh pihak ke-3 (Asuransi) Fasilitas Bantuan Hukum At cost. <ol style="list-style-type: none"> Vehicle Facilities of 1 (one) Service Vehicle Unit and Operational Cost of Rp10,000,000/month Health Facility Managed by 3rd party (Insurance) Legal Assistance Facility At cost.
Tantiem/Insentif Kerja (IK) Dewan Komisaris Tantiem/Work Incentives (IK) for Board of Commissioners <p></p>	Tantiem/Insentif Kerja (IK) Direksi Tantiem/Work Incentives (IK) for Board of Directors <p></p>

Struktur Remunerasi Dewan Komisaris dan Direksi PT Waskita Beton Precast Tbk
Remuneration Structure of Board of Commissioners and Board of Directors of PT Waskita Beton Precast Tbk

Struktur Remunerasi Dewan Komisaris Remuneration Structure of Board of Commissioners	Struktur Remunerasi Direksi Remuneration Structure of Board of Directors
<ul style="list-style-type: none"> • Perhitungan tantiem/IK Komisaris Utama sebesar 45% dari President Director • Perhitungan tantiem/IK Komisaris sebesar 90% dari Komisaris Utama. • President Commissioner tantiem/IK is 45% from President Director • Commissioner's tantiem/IK is 90% from President Commissioner. 	<ul style="list-style-type: none"> • Tantiem/IK President Director ditetapkan melalui RUPS dengan mempertimbangkan pencapaian KPI dan Tingkat Kesehatan Perusahaan. • Perhitungan tantiem/IK Direktur lainnya sebesar 85% dari President Director. • President Director Tantiem/IK is determined through the GMS taking into account the achievement of KPIs and the Company's Health Level. • Other Directors Tantiem/IK is 85% from President Director.
Komponen Remunerasi Lainnya Dewan Komisaris Remuneration Components for Board of Commissioners	Komponen Remunerasi Lainnya Direksi

Tidak ada komponen lainnya (komponen yang dimaksud, seperti bonus non kinerja, opsi saham, asuransi, dan lain-lain).
There are no other components (the components in question, such as non-performance bonuses, stock options, insurance, etc.).

Besaran Remunerasi Dewan Komisaris dan Direksi

Berikut jumlah nominal/komponen Remunerasi Dewan Komisaris dan Direksi dapat dilihat pada tabel di bawah ini.

Amount of Remuneration for Board of Commissioners and Board of Directors

The nominal/component of Remuneration for Board of Commissioners and Board of Directors can be seen in the table below.

Besaran Remunerasi Dewan Komisaris dan Direksi Tahun 2022
Remuneration for Board of Commissioners and Board of Directors in 2022

Nama Name	Jabatan Position	Komponen Remunerasi (dalam Ribuan Rupiah) Remuneration Component (in Thousand Rupiah)			
		Perhitungan per Bulan Calculation per Month			
		Honorarium/ Gaji Honorarium/Salary	Tunj. Perumahan Housing Allowance	Tunj. Transportasi sd September 2022 Transportation allowance until September 2022	Total
Board of Commissioners Board of Commissioners					
Bambang Rianto	President Commissioner	56.925.000	0	11.385.000	68.310.000
Eka Desniati	Commissioner	51.232.500	0	10.246.500	61.479.000
Agus Budiman Manalu	Independent Commissioner	51.232.500	0	10.246.500	61.479.000
Hadi Sucahyono	Commissioner	51.232.500	0	10.246.500	61.479.000
Abianti Riana	Independent Commissioner	51.232.500	0	10.246.500	61.479.000
Abdul Ghofarrozin	Independent Commissioner	51.232.500	0	10.246.500	61.479.000
Direksi Board of Directors					
FX Purbayu Ratsunu	President Director	126.500.000	15.000.000	10.000.000	151.500.000
Asep Mudzakir	Director of Finance & Risk Management	107.525.000	15.000.000	10.000.000	132.525.000
Sugiharto	Director of Operations	107.525.000	15.000.000	10.000.000	132.525.000
Heri Supriyadi	Direktur Director	107.525.000	15.000.000	10.000.000	132.525.000
Subkhan	Direktur Director	107.525.000	15.000.000	10.000.000	132.525.000
Asep Kurnia	Director of Human Capital Management	107.525.000	15.000.000	10.000.000	132.525.000
Bambang Dwi Wijayanto	Director of Engineering & Development	107.525.000	15.000.000	10.000.000	132.525.000

		Jumlah Gaji, Tunjangan dan Fasilitas per Bulan Selama Periode Menjabat Tahun 2022 Total Salary, Allowances and Facilities per Month During the 20202 Serving Period	Tantiem	Tunjangan Hari Raya Keagamaan Religious holiday allowance	Asuransi Purna Jabatan Post-Service Insurance	Jumlah Remunerasi Selama Periode Menjabat Tahun 2022 Total Remuneration During 2022
	Fasilitas Pakaian Kerja Clothing Allowance					
	15.000.000	83.310.000.	29.236.099	56.925.000	170.775.000	311.010.000
	15.000.000	76.479.000	26.312.489	51.232.500	153.697.500	307.721.489
	15.000.000	76.479.000	26.312.489	51.232.500	153.697.500	307.721.489
	15.000.000	76.479.000	37.960.706	51.232.500	153.697.500	319.369.706
	15.000.000	76.479.000	0	51.232.500	153.697.500	281.409.000
	15.000.000	76.479.000	37.960.706	51.232.500	153.697.500	319.369.706
	25.000.000	176.500.000	93.730.138	126.500.000	379.500.000	776.230.138
	25.000.000	157.525.000	3.274.135	107.525.000	322.575.000	590.899.135
	25.000.000	157.525.000	3.274.135	107.525.000	322.575.000	590.899.135
	25.000.000	157.525.000	79.670.617	107.525.000	322.575.000	667.295.617
	25.000.000	157.525.000	3.274.135	107.525.000	322.575.000	590.899.135
	25.000.000	157.525.000	0	107.525.000	322.575.000	587.625.000
	25.000.000	157.525.000	0	107.525.000	322.575.000	587.625.000

Jumlah Besaran Remunerasi Dewan Komisaris dan Direksi Tahun 2022

Jumlah besaran remunerasi yang diberikan kepada Dewan Komisaris dan Direksi PT Waskita Beton Precast Tbk untuk tahun 2022 adalah sebagai berikut:

Amount of Remuneration for Board of Commissioners and Board of Directors in 2022

Total remuneration given to Board of Commissioners and Board of Directors of PT Waskita Beton Precast Tbk for 2022 is as follows:

Jumlah Besaran Remunerasi Dewan Komisaris dan Direksi Tahun 2022
Total Remuneration for Board of Commissioners and Board of Directors in 2022

Uraian Description	Jumlah (dalam Rupiah) Amount (in Rupiah)
Jumlah Remunerasi Dewan Komisaris Total Remuneration for Board of Commissioners	1.875.837.489
Jumlah Remunerasi Direksi Total Remuneration for Board of Directors	4.391.473.160
Jumlah Remunerasi Dewan Komisaris dan Direksi Tahun 2022 Total Remuneration for Board of Commissioners and Board of Directors in 2022	6.267.310.649

Rasio Gaji

Gaji adalah hak karyawan yang diterima dan dinyatakan dalam bentuk uang sebagai imbalan dari WSBP, ditetapkan, dan dibayarkan menurut suatu perjanjian kerja/kesepakatan, termasuk tunjangan bagi pegawai dan keluarganya atas suatu pekerjaan dan/atau jasa yang telah dilakukan. Berikut ini merupakan rasio gaji Perusahaan untuk tahun 2022 dan perbandingannya dengan tahun 2021.

Salary Ratio

Salary is the right of employees to be received and expressed in the form of money as compensation from WSBP, determined, and paid according to a work agreement, including benefits for employees and their families for a job and/or service that has been done. The following is the ratio of the Company's salary for 2022, and its comparison with 2021:

Rasio Gaji Perusahaan Tahun 2022 dan 2021
The Company's Salary Ratio 2022 and 2021

Rasio Ratio	Jumlah (dalam Ribuan Rupiah) Amount (in Thousands Rupiah)	
	2022	2021
Direktur Utama terhadap Direktur President Director to Director	1:0,85	1:0,90
Komisaris Utama terhadap Anggota Dewan Komisaris President Commissioner to Members of Board of Commissioners	1:0,53	1:0,90
Direktur Utama terhadap Komisaris Utama President Director to President Commissioner	1:0,45	1:0,45
Direktur Utama terhadap Karyawan Tertinggi President Director to Highest Employee	1:0,40	1:0,39
Direktur Utama terhadap Karyawan Terendah President Director to Lowest Employee	1:0,04	1:0,03
Karyawan Tertinggi terhadap Karyawan Terendah Highest Employee to Lowest Employee	1:0,09	1:0,09
Karyawan Terendah terhadap UMP Lowest Employee to Provincial Minimum Wage	1:1,01	1:1,33

Yang dimaksud karyawan tertinggi pada tabel di atas adalah pegawai dengan jabatan Vice President sementara karyawan terendah adalah pegawai dengan level jabatan staf.

The highest employee in the table above refers to employee with the position of Vice President while the lowest employee is employees with the position of staff.