Kriteria untuk evaluasi kinerja Dewan Komisaris dan individu Anggota Dewan Komisaris dijalankan dengan *self-assessment* dan diajukan oleh Dewan Komisaris yang ditetapkan dalam Rapat Umum Pemegang Saham (RUPS) dengan poin sebagai berikut:

1. Penyusunan *Key Performance Indicator* (KPI) pada awal tahun dan evaluasi pencapaiannya.
2. Tingkat kehadirannya dalam rapat Dewan Komisaris, rapat koordinasi, maupun rapat dengan komite-komite yang ada.
3. Kontribusinya dalam proses pengawasan Perusahaan.
4. Keterlibatannya dalam penugasan-penugasan tertentu.
5. Komitmennya dalam memajukan kepentingan Perusahaan.
6. Ketaatan terhadap peraturan perundang-undangan yang berlaku, Anggaran Dasar, ketentuan RUPS, serta kebijakan Perusahaan.

The criteria for evaluating the performance of the Board of Commissioners and individual members of the Board of Commissioners is carried out by self-assessment and proposed by the Board of Commissioners, which is determined at the General Meeting of Shareholders (GMS) with the following points:

1. Development of Key Performance Indicators (KPIs) at the beginning of the year and evaluation of their achievement.
2. Attendance levels in Board of Commissioners meetings, coordination meetings, and meetings with existing committees.
3. Contribution to the oversight process of the Company.
4. Involvement in specific assignments.
5. Commitment to advancing the interests of the Company.
6. Adherence to applicable regulations, Articles of Association, resolutions of the General Meeting of Shareholders (GMS), and the Company's policies.

Penilaian Kinerja Direksi

Berdasarkan ketentuan yang diatur dalam Pedoman Tata Laksana Kerja Direksi, kinerja anggota Direksi dinilai oleh Dewan Komisaris dan Pemegang Saham melalui sistem *Key Performance Indicators* (KPI). Penilaian ini tercantum dalam Kontrak Manajemen yang mencakup indikator kinerja utama, target, bobot, dan pedoman penilaian. Kriteria penilaian diajukan oleh Direksi untuk kemudian disahkan dalam RUPS dengan menggunakan 5 (lima) perspektif yakni efektivitas produk dan proses, fokus pelanggan, fokus tenaga kerja, kepemimpinan, tata kelola dan tanggung jawab kemasyarakatan, serta keuangan dan pasar.

Board of Directors Performance Assessment

Based on the provisions stipulated in the Board of Directors Charter, the performance of the Board of Directors is assessed by the Board of Commissioners and Shareholders through a Key Performance Indicators (KPI) system. This assessment is stated in the Management Contract, which includes key performance indicators, targets, weights, and assessment guidelines. The Board of Directors proposes the assessment criteria and then ratifies in the GMS using 5 (five) perspectives, namely product and process effectiveness, customer focus, workforce focus, leadership, governance and community responsibility, and finance and markets.

Nominasi dan Remunerasi Dewan Komisaris dan Direksi

Nomination and Remuneration of the Board of Commissioners and Directors

Nominasi Dewan Komisaris dan Direksi

Pengangkatan dan Pemberhentian Dewan Komisaris

Anggota Dewan Komisaris diangkat melalui mekanisme RUPS dengan pengajuan calon dilakukan Pemegang Saham melalui proses nominasi yang sesuai peraturan perundang-undangan, Anggaran Dasar, dan Pedoman Tata Laksana Kerja. Sementara untuk pemberhentian, RUPS berhak memberhentikan Dewan Komisaris sewaktu-

Nomination of the Board of Commissioners and Board of Directors

Appointment and Discharge of the Board of Commissioners

Members of the Board of Commissioners are appointed through the GMS mechanism with the submission of candidates by the Shareholders through a nomination process following laws and regulations, the Articles of Association, and the Code of Conduct. As for dismissal, the GMS has the right to dismiss the Board of Commissioners waktu dengan menyebutkan alasannya dan memberikan pemberitahuan baik lisan maupun tertulis kepada anggota yang bersangkutan. Seluruh proses pengangkatan dan pemberhentian yang dilakukan sesuai dengan ketentuan ini bersifat mengikat di RUPS.

at any time by stating the reasons and giving oral or written notice to the member concerned. All appointment and dismissal processes carried out following this provision are binding at the GMS.

Pengangkatan dan Pemberhentian Direksi

Proses pengangkatan Direksi menjadi tanggung jawab RUPS berdasarkan calon-calon yang diajukan oleh Pemegang Saham dan pencalonan tersebut bersifat mengikat bagi RUPS. Pemberhentian juga dilakukan oleh RUPS dan dapat dilakukan sewaktu-waktu. Masa jabatan Direksi dimulai dari tanggal pengangkatan dengan jangka waktu 5 (lima) tahun dan dapat diperpanjang untuk satu periode berikutnya secara berturut-turut, tanpa mengurangi hak RUPS untuk memberhentikannya secara insidental.

Appointment and Discharge of the Board of Directors

The appointment process of the Board of Directors is the responsibility of the GMS based on the candidates proposed by the Shareholders, and the nomination is binding for the GMS. The GMS also does dismissal and can be done at any time. The term of office of the Board of Directors commences from the date of appointment with a period of 5 (five) years and may be extended for one subsequent consecutive period, without prejudice to the right of the GMS to dismiss them incidentally.

Remunerasi Dewan Komisaris dan Direksi

Remuneration of the Board of Commissioners and Board of Directors

Kebijakan Remunerasi Dewan Komisaris dan Direksi

Dalam memberikan penghasilan atau remunerasi dan fasilitas lain bagi Dewan Komisaris dan Direksi, Pelindo Solusi Digital mengimplementasikan kebijakan yang berlandaskan pada Peraturan Menteri Badan Usaha Milik Negara nomor PER-13/MBU/09/2021 tentang Perubahan Keenam 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 juncto Peraturan Menteri BUMN nomor PER-02/MBU/2016 dan Peraturan Menteri BUMN nomor PER-01/MBU/06/2017.

Board of Commissioners and Board of Directors Remuneration Policy

In providing income or remuneration and other facilities for the Board of Commissioners and Directors, Pelindo Digital Solutions implements a policy based on the Regulation of the Minister of State-Owned Enterprises number PER-13/MBU/09/2021 concerning the 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 in conjunction with the Regulation of the Minister of BUMN number PER-02/MBU/2016 and the Regulation of the Minister of BUMN number PER-01/MBU/06/2017.

Prosedur Penetapan Remunerasi Dewan Komisaris dan Direksi

Dalam menetapkan remunerasi, proses diawali dengan usulan yang diajukan oleh Direksi. Kemudian, Direksi meminta pihak ketiga yakni konsultan untuk meninjau kembali remunerasi Direktur Utama. Hasil dari tinjauan tersebut selanjutnya diserahkan kepada Dewan Komisaris untuk memperoleh rekomendasi. Dewan Komisaris kemudian menganalisis dan mengevaluasi kebijakan remunerasi dengan dibantu oleh Komite Audit, Nominasi, dan Remunerasi. Terakhir, rekomendasi dari Dewan Komisaris tersebut diajukan kepada pemegang saham untuk disetujui dalam RUPS.

Procedure for Determining the Remuneration of the Board of Commissioners and the Board of Directors

In determining remuneration, the process begins with a proposal submitted by the Board of Directors. Then, the Board of Directors asks a third party, namely a consultant, to review the remuneration of the President Director. The review results are then submitted to the Board of Commissioners for recommendations. The Board of Commissioners then analyzes and evaluates the remuneration policy with the assistance of the Audit, Nomination, and Remuneration Committee. Finally, recommendations from the Board of Commissioners are submitted to shareholders for approval at the GMS.

Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi

Perusahaan menetapkan penghasilan Dewan Komisaris dan Direksi, termasuk gaji/honorarium, tunjangan, dan fasilitas tetap lainnya dengan mempertimbangkan berbagai faktor. Beberapa faktor tersebut antara lain mencakup pendapatan, aset, kondisi dan kemampuan keuangan Perusahaan, tingkat inflasi, serta faktor relevan lainnya. Penetapan ini

Indicators for Determining the Remuneration of the Board of Commissioners and the Board of Directors

The Company determines the income of the Board of Commissioners and Board of Directors, including salary/honorarium, allowances, and other fixed facilities, by considering various factors. Some of these factors include, among others, income, assets, the Company's financial condition and capabilities, the inflation rate, and other harus dijalankan dengan mematuhi ketentuan peraturan perundang-undangan yang berlaku.

Untuk penetapan penghasilan variabel seperti tunjangan dan tantiem, dilakukan dengan memperhatikan pencapaian target, tingkat kesehatan dan kemampuan keuangan Perusahaan, serta faktor-faktor relevan lainnya.

Komponen Remunerasi Dewan Komisaris dan Direksi

Untuk tahun 2023, struktur dan komponen remunerasi bagi Dewan Komisaris dan Direksi ditetapkan berdasarkan Keputusan Para Pemegang Saham di Luar Rapat Umum Pemegang Saham PT Integrasi Logistik Cipta Solusi (RUPS Sirkuler) Nomor SK.03/9/10/1/SPAP/UTMA/PLND-23 Nomor HK.566/02/17/KPM.TPK-23 tentang Penetapan Penyesuaian Besaran Penghasilan Tahun 2023 dan Pemberian Tantiem Tahun Buku 2022 bagi Direksi dan Dewan Komisaris PT Integrasi Logistik Cipta Solusi.

Jenis penghasilan dan keterangan terkait remunerasi Dewan Komisaris dan Direksi adalah sebagai berikut:

Dewan Komisaris
1. Honorarium
2. Tunjangan:
   a. Tunjangan Hari Raya
   b. Tunjangan Transportasi
   c. Asuransi Purna Jabatan
3. Fasilitas:
   a. Kesehatan
   b. Bantuan Hukum
4. Biaya Operasional:
   a. Pakaian Seragam
   b. Keanggotaan Perkumpulan Profesi

Direksi
1. Gaji
2. Tunjangan:
   a. Tunjangan Hari Raya
   b. Tunjangan Perumahan
   c. Asuransi Purna Jabatan
3. Fasilitas:
   a. Kendaraan Dinas
   b. Kesehatan
   c. Bantuan Hukum
4. Biaya Operasional:
   a. Biaya Komunikasi
   b. Pakaian Seragam
   c. Keanggotaan Perkumpulan Profesi
   d. *Club/Corporate Membership*
   e. Biaya Representasi

relevant factors. This determination must be carried out in compliance with the prevailing laws and regulations.

For the determination of variable income such as allowances and tantiem, it is carried out by taking into account the achievement of targets, the level of health and financial capability of the Company, as well as other relevant factors.

Board of Commissioners and Board of Directors Remuneration Components

For the year 2023, the structure and components of remuneration for the Board of Commissioners and the Board of Directors are determined based on the Resolution of Shareholders Outside the General Meeting of Shareholders of PT Integrasi Logistik Cipta Solusi (Circular GMS) Number SK.03/9/10/1/SPAP/UTMA/PLND-23 Number HK.566/02/17/KPM.TPK-23 concerning the Determination of Adjustment of Income Amount in 2023 and Provision of Tantiem for the Financial Year 2022 for the Board of Directors and the Board of Commissioners of PT Integrasi Logistik Cipta Solusi.

The types of income and information related to the remuneration of the Board of Commissioners and Directors are as follows:

Board of Commissioners
1. Honorarium
2. Allowance:
   a. Raya Day Allowance
   b. Transportation Allowance
   c. Post-Service Insurance
3. Facility:
   a. Health
   b. Legal Assistance
4. Operational Costs:
   a. Uniform Clothing
   b. Professional Association Membership

Board of Directors
1. Salary
2. Allowance:
   a. Raya Daya Allowance
   b. Housing Allowance
   c. Post-Service Insurance
3. Facility:
   a. Office Vehicles
   b. Health
   c. Legal Assistance
4. Operational Costs:
   a. Communication Costs
   b. Uniform Clothing
   c. Professional Association Membership
   d. Club/Corporate Membership
   e. Representation Cost

Besaran Remunerasi Dewan Komisaris dan Direksi

Di tahun 2023, jumlah besaran remunerasi Dewan Komisaris adalah sebesar Rp1.775.458.596 dan jumlah remunerasi Direksi adalah sebesar Rp3.238.827.340.

Board of Commissioners and Board of Directors Amount of Remuneration

In 2023, the total remuneration amount of the Board of Commissioners is Rp1,775,458,596, and the total remuneration amount of the Board of Directors is Rp3,238,827,340.

Rasio Gaji

Salary Ratio

Dewan Komisaris, Direksi, dan karyawan Pelindo Solusi Digital menerima honorarium atau gaji sebagai imbalan atas pekerjaan yang dilakukan dengan jumlah berdasarkan perjanjian kerja, termasuk tunjangan bagi pegawai dan keluarganya. Honoraium/gaji ini merupakan bentuk apresiasi atas perannya dan diharapkan dapat memotivasi pencapaian kinerja terbaik sesuai jabatan yang diemban. Rasio honorarium/gaji tertinggi dan terendah per bulan di tahun 2023 tercantum dalam tabel berikut:

The Board of Commissioners, Board of Directors, and employees of Pelindo Solusi Digital receive an honorarium or salary in return for the work performed with the amount based on the employment agreement, including the benefits for employees and their families. This honorarium/salary is a form of appreciation for their role and is expected to motivate achieving the best performance according to the position held. The highest and lowest honorarium/salary ratios per month in 2023 are listed in the following table:

Rasio Ratio	Skala Perbandingan Comparison Scale
Rasio gaji Karyawan yang tertinggi dan terendah Ratio of highest and lowest employee salary	6:1
Rasio gaji Direksi yang tertinggi dan terendah Ratio of highest and lowest Board of Directors' salary	1:1
Rasio gaji Dewan Komisaris yang tertinggi dan terendah Ratio of highest and lowest Board of Commissioners' salary	10:9
Rasio gaji Direksi yang tertinggi dan Karyawan tertinggi Ratio of highest Director's and highest employee's salary	2:1

Bonus Non Kinerja dan Opsi Saham Dewan Komisaris dan Direksi

Sampai dengan saat ini, Pelindo Solusi Digital tidak memiliki kebijakan pemberian bonus non kinerja dan opsi saham kepada setiap anggota Dewan Komisaris dan Direksi.

Non-performance Bonus and Stock Options for Board of Commissioners and Board of Directors

Until now, Pelindo Solusi Digital has no policy of granting non-performance bonuses and stock options to each member of the Board of Commissioners and Board of Directors.