



No	Indikator Kinerja Kunci / Key Performance Indicator	Bobot / Weight	Satuan / Unit	Target 2022 / 2022 Target	Realisasi 2022 / 2022 Realization	Pencapaian / Achievement	Nilai / Value
	b. Peningkatan Kapasitas Transmisi / Increased Transmission Capacity	↑	1,7 kms	4.537	2.984,57	65,78%	1,09
	c. Peningkatan Kapasitas Gardu Induk / Increase in Substation Capacity	↑	1,7 MVA	4.930	5.610,00	110,00%	1,83
13	Infrastruktur kendaraan listrik (EV) / Electric vehicle (EV) infrastructure	↑	6 SPKLU	40	73	110,00%	6,60
E	Pengembangan Talenta / Talent Development		12				12,56
14	Talent milenial (<=42 tahun) dalam <i>nominated talent</i> / Millennial talent (<=42 years old) in <i>nominated talent</i>	↑	6 %	6	6,45	107,53%	6,45
15	Perempuan dalam <i>nominated talent</i> / Women in <i>nominated talent</i>	↑	6 %	19	19,35	101,87%	6,11
TOTAL PENILAIAN KINERJA / TOTAL PERFORMANCE ASSESSMENT			100				101,92
NILAI KINERJA ORGANISASI / ORGANIZATIONAL PERFORMANCE VALUE			100,00				101,92

REMUNERASI DIREKSI

Prosedur Penetapan Remunerasi Direksi

Perseroan menerapkan prosedur penetapan remunerasi bagi Dewan Komisaris berdasarkan Peraturan Menteri BUMN Nomor PER-12/MBU/11/2020 tentang Perubahan Kelima 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. Sesuai peraturan tersebut, remunerasi Direksi terbagi atas gaji Direktur Utama yang ditentukan oleh hasil RUPS Kementerian BUMN, kemudian gaji Wakil Direktur Utama sebesar 90% dari gaji Direktur Utama, dan Direktur lainnya sebesar 85% dari gaji Direktur Utama.

Struktur dan Besaran Remunerasi Direksi

Besaran remunerasi Direksi ditetapkan sesuai kondisi dan kemampuan keuangan Perseroan, sesuai peraturan perundang-undangan yang berlaku. Penetapan besaran

REMUNERATION FOR THE BOARD OF DIRECTORS

Procedure for Determination of Remuneration for the Board of Directors

The Company implements the procedure for determining remuneration for the Board of Commissioners based on the Minister of SOE Regulation No. PER-12/MBU/11/2020 regarding the Fifth Amendment to the Regulation of the Minister of State-Owned Enterprises No. PER-04/MBU/2014 on Guidelines for Determining Income of the Board of Directors, Board of Commissioners, and Supervisory Board of State Owned Enterprises. In accordance with these regulations, the remuneration of the Board of Directors is divided into the salary of the President Director which is determined by the results of the GMS of the Ministry of SOEs. It was determined that salary of the Vice Director is 90% of the President Director's salary, and other Directors is 85% of the President Director's salary.

Structure and Amount of Remuneration for the Board of Directors

The amount of remuneration for the Board of Directors is determined according to the conditions and financial capabilities of the Company, in accordance with the

remunerasi tersebut dilakukan menggunakan faktor penyesuaian industri dengan mempertimbangkan sektor industri sejenis secara terukur, kondisi persaingan usaha, kompleksitas usaha, serta kelangkaan sumber daya manusia.

applicable laws and regulations. Determination of the amount of remuneration is carried out using the industry adjustment factor by considering similar industrial sectors on a measurable basis (benchmarks), conditions of business competition (competitiveness), business complexity, and scarcity of human resources.

Remunerasi yang diterima Direksi terdiri dari Gaji, Tunjangan, dan Tantiem dengan perincian sebagai berikut:

The remuneration received by the Board of Directors consists of salaries, allowances, and tantiem with the following details:

No	Jenis Remunerasi / Type of Remuneration	Direktur Utama / President Director	Direktur / Director	Keterangan / Description
1	Gaji per bulan / Salary per month	Rp445.000.000,-	Rp378.250.000,-	<ul style="list-style-type: none"> Direktur Utama 100% / President Director 100% Wakil Direktur Utama 95% dari gaji Direktur Utama / Vice President Director 95% of President Director's Salary Direktur Lainnya 85% dari gaji Direktur Utama / Other Directors 85% of President Director's Salary
Tunjangan / Allowance				
2	Tunjangan hari raya keagamaan / Religious holiday allowance	1 (satu) bulan gaji / 1 (one) month salary		
	Tunjangan Perumahan / Housing Allowance	Sebesar 40% dari Gaji dengan ketentuan paling banyak sebesar Rp27.500.000,- untuk wilayah Ibu Kota / 40% of salary with maximum value of Rp27,500,000 for those living in Capital City.		
	Asuransi purna jabatan / Post-tenure insurance	Premi yang ditanggung 25% dari honorarium dalam satu tahun / The premium covered 25% of the honorarium in one year.		
Fasilitas / Facilities				
3	Fasilitas kesehatan / Health facility	1 istri dan 3 orang anak usia maksimum 25 tahun / 1 wife and 3 children at maximum of 25 years		
	Fasilitas bantuan hukum / Legal aid facility	Diberikan sesuai dengan ketentuan peraturan perundang-undangan yang berlaku / Given in accordance with the provisions of the prevailing laws and regulations		
	Fasilitas keanggotaan klub bisnis / Business club membership facility	1 (satu) keanggotaan klub bisnis / 1 (one) business club membership		
	Pakaian Seragam / Uniform	2 (dua) setel setiap 1 (satu) tahun / 2 (two) sets every 1 (one) year		

Secara keseluruhan, remunerasi Direksi yang diterima untuk tahun 2022 adalah sebagai berikut:

In total, the remuneration of Board of Directors received in 2022 is as follows:

Jenis Remunerasi / Type of Remuneration	Jumlah / Total	Besaran (juta Rp) / Amount (million Rp)
Remunerasi / Remuneration		
Gaji / Salary	12 Direksi (termasuk yang sudah berhenti pada tahun 2022) / 12 Directors (including those who have retired in 2022)	Rp 45.182.333.333,-
Tantiem Netto / Net Tantiem	15 Direksi (termasuk mantan direksi tahun buku 2021) / 15 Directors (including former directors for the 2021 fiscal year)	Rp120.495.275.350,-
Tunjangan / Allowance		
Tunjangan Perumahan / Housing Allowance	9 Direksi (termasuk yang sudah berhenti pada tahun 2022) / 9 Directors (including those who have retired in 2022)	Rp2.557.500.000,-
Tunjangan Hari Raya / Holiday Allowance	10 Direksi (termasuk yang sudah berhenti pada tahun 2022) / 10 Directors (including those who have retired in 2022)	Rp3.849.250.000,-



Jenis Remunerasi / Type of Remuneration	Jumlah / Total	Besaran (juta Rp) / Amount (million Rp)
Remunerasi / Remuneration		
Tanggungan PPh Pasal 21 / Income Tax Article 21 Insurance	17 Direksi (termasuk mantan direksi tahun buku 2021) / 17 Directors (including former directors for the 2021 fiscal year)	Rp76.756.752.863,-
Tanggungan BPJS / BPJS Insurance	12 Direksi (termasuk mantan direksi tahun buku 2021) / 12 Directors (including former directors for the 2021 fiscal year)	Rp2.450.068.620,-
Jumlah / Total		Rp251.291.180.166,-

Pengungkapan Opsi Saham yang Diterima Direksi

Perseroan bukan merupakan perusahaan publik. Atas hal tersebut, Perseroan tidak memiliki program kepemilikan saham bagi Direksi.

Disclosure of Stock Options Received by the Board of Directors

The Company is not a public company. For this reason, the Company does not have Stock Ownership Program) for the Board of Directors.

PENGUNGKAPAN HUBUNGAN AFILIASI ANTAR ANGGOTA DIREKSI DENGAN ANGGOTA DIREKSI, DEWAN KOMISARIS, DAN/ATAU PEMEGANG SAHAM

Anggota Direksi PLN menyatakan tidak memiliki hubungan afiliasi baik berupa hubungan keuangan maupun kekeluargaan, baik dengan sesama anggota Direksi, anggota Dewan Komisaris, maupun pemegang saham. Uraian mengenai hal tersebut adalah sebagai berikut:

DISCLOSURE OF AFFILIATION BETWEEN MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS AND/OR SHAREHOLDERS

Members of the Board of Directors of PLN do not have any affiliation in the form of financial or family relations, either with fellow members of the Board of Directors, members of the Board of Commissioners, or shareholders. The

Pengungkapan Hubungan Afiliasi Direksi

Disclosure of Affiliation of the Board of Directors

Nama / Name	Hubungan Keluarga dengan / Family Relation with						Hubungan Keuangan dengan / Financial Relation with					
	Anggota Dewan Komisaris / Board of Commissioners		Anggota Direksi / Board of Directors		Pemegang Saham / Shareholders		Anggota Dewan Komisaris / Board of Commissioners		Anggota Direksi / Board of Directors		Pemegang Saham / Shareholders	
	Ya / Yes	Tidak / No	Ya / Yes	Tidak / No	Ya / Yes	Tidak / No	Ya / Yes	Tidak / No	Ya / Yes	Tidak / No	Ya / Yes	Tidak / No
Darmawan Prasodjo		✓		✓		✓		✓		✓		✓
Sinthya Roesly		✓		✓		✓		✓		✓		✓
Yusuf Didi Setiarto		✓		✓		✓		✓		✓		✓
Evy Haryadi		✓		✓		✓		✓		✓		✓
Edi Srimulyanti		✓		✓		✓		✓		✓		✓
Hartanto Wibowo		✓		✓		✓		✓		✓		✓
Wiluyo Kusdwiarto		✓		✓		✓		✓		✓		✓
Adi Lumakso		✓		✓		✓		✓		✓		✓
Adi Priyanto		✓		✓		✓		✓		✓		✓
Rudy Hendra Prastowo*		✓		✓		✓		✓		✓		✓
Bob Saril*		✓		✓		✓		✓		✓		✓
Haryanto W.S*		✓		✓		✓		✓		✓		✓

*) Sudah tidak menjabat sebagai Direktur Perseroan pada posisi 31 Desember 2022

*) No longer serving as Director as of December 31, 2022

KEBERAGAMAN PADA KOMPOSISI DIREKSI

Komposisi Direksi ditentukan oleh Pemegang Saham dengan mempertimbangkan masukan dari Dewan Komisaris dan latar belakang keahlian personil untuk masing-masing jabatan serta pembagian tugas dan tanggung jawab.

Perseroan memastikan bahwa komposisi Direksi telah memenuhi aspek keberagaman berdasarkan latar belakang keahlian, baik secara kolegal maupun individu, sesuai ketentuan yang berlaku. Hal tersebut dilakukan agar kepengurusan Perseroan senantiasa dilaksanakan secara profesional, efektif, dan akuntabel. Disamping itu, pemenuhan aspek keberagaman dilaksanakan agar tugas dan tanggung jawab yang diberikan bagi Direksi dapat dilaksanakan secara optimal sehingga mampu memenuhi harapan pemegang saham dan seluruh pemangku kepentingan.

Terkait hal tersebut, keberadaan anggota Direksi yang merupakan pegawai karier yang berpengalaman di lingkungan internal PT PLN (Persero) menunjukkan bahwa pengembangan karir pegawai di PLN berjalan dengan baik.

Keberagaman pada komposisi Direksi Perseroan dijelaskan sebagai berikut:

DIVERSITY IN THE BOARD OF DIRECTORS COMPOSITION

The composition of the Board of Directors is determined by the Shareholders by taking into account the consideration of the Board of Commissioners and the expertise background of the personnel for each position as well as the division of tasks and responsibilities.

The Company ensures that the composition of the Board of Directors meets the diversity aspect based on expertise background, both collegially and individually, in accordance with applicable regulations. This is done so that the management of the Company is always carried out in a professional, effective, and accountable manner. In addition, the fulfilment of diversity aspects is carried out so that the duties and responsibilities assigned to the Board of Directors can be carried out optimally so as to be able to meet the expectations of shareholders and all stakeholders.

In this regard, the existence of members of the Board of Directors who are career employees with tiered assignment experience within the internal scope of PT PLN (Persero) shows that the talent management system and career development in PLN is running well.

Diversity in the composition of the Board of Directors of the Company is explained as follows:

Keberagaman pada Komposisi Direksi Tahun 2022

Diversity in the Board of Directors Composition in 2022

Nama / Name	Jenis Kelamin / Gender	Usia per 31 Des 2022 / Age as of December 31, 2022	Pendidikan / Education			Keahlian / Expertise				
			S1 / Bachelor's Degree	S2 / Master's Degree	S3 / Doctoral Degree	Ekonomi/ Keuangan/ Manajemen / Economics/Finance/ Management	Hukum / Legal	Teknik / Engineering	Energi / Energy	Ketenagalistrikan / Electricity
Darmawan Prasodjo	Laki-laki / Male	52			✓	✓		✓		✓
Sinthya Roesly	Perempuan / Female	53	✓			✓		✓		✓
Yusuf Didi Setiarto	Laki-laki / Male	48	✓			✓	✓	✓		
Evy Haryadi	Laki-laki / Male	53	✓					✓	✓	
Edi Srimulyanti	Perempuan / Female	57	✓			✓				✓
Hartanto Wibowo	Laki-laki / Male	47	✓			✓		✓		
Wiluyo Kusdwiarto	Laki-laki / Male	50	✓					✓		
Adi Lumakso	Laki-laki / Male	52	✓			✓		✓		✓
Adi Priyanto	Laki-laki / Male	55	✓			✓		✓		
Bob Saril*	Laki-laki / Male	53	✓					✓		✓
Rudy Hendra Prastowo*	Laki-laki / Male	58	✓					✓		
Haryanto W.S*	Laki-laki / Male	62	✓			✓		✓		

*) Sudah tidak menjabat sebagai Direktur Perseroan pada posisi 31 Desember 2022

*) No longer serving as Director as of December 31, 2022

SEKRETARIS PERUSAHAAN

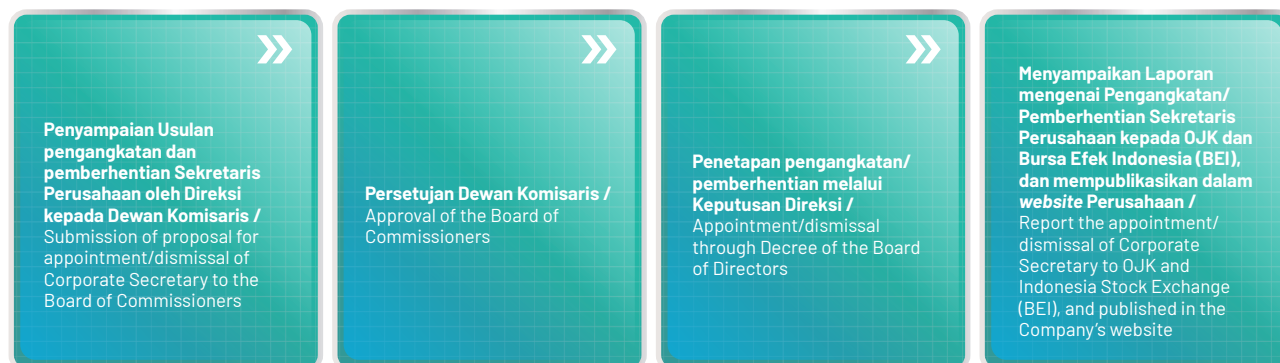
Sekretaris Perusahaan merujuk pada individu yang diangkat oleh Direksi untuk memimpin Sekretariat Perusahaan, yaitu pejabat yang secara khusus melaksanakan fungsi Sekretaris Perusahaan. Mengacu pada Pedoman GCG Perseroan, Sekretaris Perusahaan merupakan individu yang bertugas: (1) Memastikan kepatuhan keterbukaan pengelolaan Perseroan sesuai penerapan prinsip-prinsip *Good Corporate Governance*; (2) Sebagai pejabat penghubung (*liaison officer*); dan (3) Menatausahakan serta menyimpan dokumen Perseroan mencakup Daftar Pemegang Saham, Daftar Khusus dan Risalah Rapat Direksi, Rapat Dewan Komisaris, dan RUPS. Lebih lanjut, berdasarkan kebijakan tentang organisasi dan tata kerja Perseroan Sekretaris Perusahaan bertanggung jawab kepada Direktur Utama dalam memastikan fungsi perencanaan, implementasi dan *monitoring* agenda Transformasi PLN, pengelolaan *stakeholder*, memastikan pengelolaan rapat, administrasi, keprotokolan Direksi dan Dewan Komisaris serta kebijakan, strategi dan implementasi komunikasi PLN.

PROSES PENETAPAN/PEMBERHENTIAN CORPORATE SECRETARY

Pengangkatan dan pemberhentian Sekretaris Perusahaan dilakukan berdasarkan Keputusan Direksi melalui mekanisme internal, dengan persetujuan oleh Dewan Komisaris untuk kemudian dilaporkan kepada regulator seperti Otoritas Jasa Keuangan (OJK) dan Bursa Efek Indonesia (BEI).

Proses pengangkatan dan pemberhentian Sekretaris Perusahaan digambarkan dalam diagram berikut:

Proses Penetapan/Pemberhentian Sekretaris Perusahaan



CORPORATE SECRETARY

Corporate Secretary refers to an individual appointed by the Board of Directors to lead the Corporate Secretariat, namely an official who specifically carries out the function of the Corporate Secretary. Referring to the Company's GCG Code, the Corporate Secretary is an individual who: (1) Ensures compliance with the transparency of the Company's management according to the implementation of the principles of Good Corporate Governance; (2) Serves as a liaison officer; and (3) Administers and stores Company documents including Shareholder Register, Special Register, and Minutes of Board of Directors Meetings, Board of Commissioners Meetings, and GMS. Furthermore, based on policy on organization and work procedure of the Company, Corporate Secretary is responsible to the President Director in ensuring the function of planning, implementing, and monitoring the PLN Transformation agenda, managing stakeholders, ensuring the management of meetings, administration, protocols of the Board of Directors and Board of Commissioners as well as the policy, strategy and implementation of PLN communication.

PROCESS FOR APPOINTMENT/DISMISSAL OF CORPORATE SECRETARY

The appointment and dismissal of the Corporate Secretary is carried out based on the Decree of the Board of Directors through an internal mechanism with approval from the Board of Commissioners to be reported to the Financial Services Authority (OJK) and the Indonesia Stock Exchange (IDX).

The process of appointing and dismissing the Corporate Secretary is illustrated in the following diagram:

Appointment/Dismissal of the Corporate Secretary