

Structure of Remuneration and Facilities Payable to Commissioners

| No. | Type of Remuneration | Provision |
|-----|------------------------------------|---|
| 1. | Honorarium | |
| | | Office Weighting Factor |
| | | Chief Commissioner, 50% of the President Director |
| | | Deputy Chief Commissioner, 47.5% of the President Director |
| | | Commissioners, 45% of the President Director |
| 2. | Allowances | |
| | • Religious Holiday Allowance | 1 x honorarium |
| | • Communication Allowance | Not provided |
| | • Transport Allowance | 20% of honorarium |
| | • Annual Leave | Not provided |
| | • Post-Service Allowance | Maximum insurance premium of 25% of the honorarium p.a. |
| | • Clothing Allowance | May be granted if special event requires special clothing |
| 3. | Facilities | |
| | • Official Vehicle | Granted as transport allowance in the amount of 20% of the honorarium. |
| | • Health Benefits | Reimbursement of medical expenses as per internal policy (KEP.KOM/003/2014) |
| | • Professional Membership Facility | Maximum two memberships covering only registration and annual fees |
| | • Legal Assistance | As required, as per KEP.KOM/003/2014 |

Remuneration Packages and Others Facilities for the BOC

| Type of Remuneration and Other Facilities | Amount received in 2015 ¹ | |
|--|--------------------------------------|-------------|
| | BOC ² | |
| | Members | IDR Million |
| Remuneration: | | |
| Salary | 13 | 11,560 |
| Bonus | - | - |
| Routine Allowances ³ | 13 | 31.45 |
| Tantiem | 11 | 58,100 |
| In-Kind Facilities | | |
| Housing (ownership may not be acquired) | - | - |
| Transport (ownership may not be acquired) | - | - |
| Benefits (ownership may be acquired) ⁴ | 11 | 5.42 |
| Total Remuneration per Commissioner in One Year | | |
| Above IDR 2 billion | 11 | |
| Above IDR 1 billion to IDR 2 billion | 4 | |
| Above IDR 500 million to IDR 1 billion | 2 | |
| Less than 500 million | - | |

Notes:

1. Gross, including tax.
2. In 2015, the remuneration was given to 17 people consisting of 9 Commissioners and 8 former Commissioners.
3. The calculation of allowances includes religious holiday allowance, communication allowance, transport allowance, health benefit and fuel allowance.
4. Post-Service Allowance.