

Nama Name	Jabatan Position	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience	Keahlian Skill
Salusra Wijaya	Direktur Keuangan dan Manajemen Risiko / Managing Director of Finance and Risk Management	62 tahun / 62 years old	Laki-laki / Male	- Sarjana bidang Akuntansi dari Universitas Indonesia (1988) / Bachelor of Accounting from University of Indonesia (1988) - MBA in International Banking & Finance di Birmingham Business School, University of Birmingham, Inggris (1997) / MBA in International Banking & Finance di Birmingham Business School, University of Birmingham, England (1997)	- Head of Project Delivery di PHE-WMO dan Commissioning & Quality Control Manager di PHE-ONWJ (2011-2018) / Head of Project Delivery di PHE-WMO dan Commissioning & Quality Control Manager at PHE-ONWJ (2011-2018) - Commissioning & Quality Control Manager at PHE-ONWJ (2018-2020) / Commissioning & Quality Control Manager at PHE-ONWJ (2018-2020) - Direktur Komersial dan Pengembangan Usaha Perum DAMRI (2020-2022) / Director of Commercial and Business Development at Perum DAMRI (2020-2022) - Direktur Perencanaan Strategis dan Pengembangan Usaha PT Kereta Api Indonesia (Persero) (2022). / Director of Strategic Planning and Business Development at PT Kereta Api Indonesia (Persero) (2022). - Direktur Keselamatan dan Keamanan PT Kereta Api Indonesia (Persero) (2022-sekarang) / Managing Director of Safety and Security at PT Kereta Api Indonesia (Persero) (2022).	Keuangan / Finance
Rudi As Aturridha	Direktur Pengembangan Usaha dan Kelembagaan / Managing Director of Business Development and Institutional Relations	51 tahun / 51 years old	Laki-laki / Male	- Kandidat Master Universitas Trisakti (2022 – sekarang) / Master Candidate at University of Trisakti (2022 - Present) - Sarjana Ekonomi Universitas Trisakti (1996) / Bachelor of Economics at University of Trisakti (1996)	- Head of Project Delivery di PHE-WMO dan Commissioning & Quality Control Manager di PHE-ONWJ (2011-2018) / Head of Project Delivery di PHE-WMO dan Commissioning & Quality Control Manager at PHE-ONWJ (2011-2018) - Commissioning & Quality Control Manager at PHE-ONWJ (2018-2020) / Commissioning & Quality Control Manager at PHE-ONWJ (2018-2020) - Direktur Komersial dan Pengembangan Usaha Perum DAMRI (2020-2022) / Director of Commercial and Business Development at Perum DAMRI (2020-2022) - Direktur Perencanaan Strategis dan Pengembangan Usaha PT Kereta Api Indonesia (Persero) (2022). / Director of Strategic Planning and Business Development at PT Kereta Api Indonesia (Persero) (2022). - Direktur Keselamatan dan Keamanan PT Kereta Api Indonesia (Persero) (2022-sekarang) / Managing Director of Safety and Security at PT Kereta Api Indonesia (Persero) (2022).	Pengembangan Bisnis / Business Development

NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [GRI 2-10]

NOMINATION AND REMUNERATION FOR THE BOARD OF COMMISSIONERS AND DIRECTORS [GRI 2-10]

Perseroan menerapkan proses nominasi Dewan Komisaris dan Direksi dengan mengacu pada Peraturan Menteri BUMN PER-10/MBU/10/2020 tanggal 09 Oktober 2020 tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/02/2015 Tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara dan pada Peraturan Menteri BUMN PER-03/MBU/02/2015 tanggal 17 Februari 2015 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara.

The Company implements the nomination process of the Board of Commissioners and Directors by referring to the Regulation of the Minister of SOEs PER-10/MBU/10/2020 dated October 09, 2020 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-02/MBU/02/2015 concerning Requirements and Procedures for Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of State-Owned Enterprises and to the Regulation of the Minister of SOEs PER-03/MBU/02/2015 dated February 17, 2015 concerning Requirements and Procedures for Appointment and Dismissal of Members of the Board of Directors of State-Owned Enterprises.



Bakal calon Dewan Komisaris dan Direksi diusulkan melalui Dewan Komisaris yang dibantu oleh Komite Remunerasi dan Nominasi. Bakal calon yang akan ditetapkan menjadi calon anggota Dewan Komisaris dan Direksi adalah seorang yang telah dinyatakan memenuhi Persyaratan formal, persyaratan materiil dan persyaratan lain serta lulus Uji Kelayakan dan Kepatutan (UKK). Penetapan Direksi dan Dewan dilakukan melalui Keputusan RUPS.

PROSEDUR DAN PELAKSANAAN REMUNERASI DIREKSI DAN DEWAN KOMISARIS [GRI 2-19, 2-20]

Penetapan remunerasi bagi anggota Dewan Komisaris dan Direksi merupakan kewenangan pemegang saham melalui mekanisme RUPS, dengan formulasi yang mengacu pada Peraturan Menteri BUMN Nomor PER-04/MBU/2014 Tanggal 10 Maret 2014 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN, dengan perubahan terakhir berdasarkan Peraturan Menteri BUMN Nomor PER-13/MBU/09/2021 Tanggal 24 September 2021 tentang Perubahan 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.

PROSEDUR PENETAPAN REMUNERASI

Dalam proses penetapan besaran remunerasi Dewan Komisaris dan Direksi, Dewan Komisaris dengan dibantu Komite Nominasi dan Remunerasi melakukan kajian dan evaluasi tentang besaran dana remunerasi yang akan diberikan. Selanjutnya, hasil kajian dan evaluasi disampaikan kepada RUPS untuk dikaji kembali hingga kemudian disahkan setelah mendapat kesepakatan. Indikator Penetapan Remunerasi Penetapan remunerasi berupa gaji atau honorarium, tunjangan, dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan sejumlah indikator mencakup skala usaha, kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan Perseroan, serta faktor-faktor lain yang relevan, dengan batasan yang diatur di dalam peraturan perundang-undangan yang berlaku.

STRUKTUR DAN BESARAN REMUNERASI MASINGMASING ANGGOTA DIREKSI DAN ANGGOTA DEWAN KOMISARIS

Berdasarkan prosedur dan indikator penetapan remunerasi yang diuraikan sebelumnya, struktur remunerasi Dewan Komisaris dan Direksi yang berlaku untuk tahun 2023 adalah sebagai berikut:

Candidates for the Board of Commissioners and Board of Directors are proposed through the Board of Commissioners assisted by the Remuneration and Nomination Committee. The candidate who will be determined as a candidate for the Board of Commissioners and the Board of Directors is a person who has been declared to have met the formal requirements, material requirements and other requirements and passed the Fit and Proper Test (UKK). The determination of the Board of Directors and the Board is made through a GMS Resolution.

PROCEDURE AND IMPLEMENTATION OF DIRECTOR AND BOARD OF COMMISSIONERS REMUNERATION [GRI 2-19, 2-20]

The determination of remuneration for members of the Board of Commissioners and Board of Directors is the authority of the shareholders through the GMS mechanism, with a formulation that refers to the Regulation of the Minister of SOEs Number PER-04/MBU/2014 Dated March 10, 2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of SOEs, with the latest amendment based on the Regulation of the Minister of SOEs Number PER-13/MBU/09/2021 Dated September 24, 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.

REMUNERATION DETERMINATION PROCEDURE

In the process of determining the amount of remuneration of the Board of Commissioners and the Board of Directors, the Board of Commissioners, assisted by the Nomination and Remuneration Committee, conducts a study and evaluation of the amount of remuneration funds to be given. Furthermore, the results of the study and evaluation are submitted to the GMS to be reviewed again and then ratified after obtaining an agreement. Remuneration Determination Indicators The determination of remuneration in the form of salary or honorarium, allowances, and facilities of a fixed nature is carried out by considering a number of indicators including business scale, business complexity, inflation rate, condition and financial capacity of the Company, as well as other relevant factors, with the limits stipulated in the applicable laws and regulations.

STRUCTURE AND AMOUNT OF REMUNERATION FOR EACH MEMBER OF THE BOARD OF DIRECTORS AND MEMBER OF THE BOARD OF COMMISSIONERS

Based on the procedures and indicators for determining remuneration described previously, the remuneration structure of the Board of Commissioners and Board of Directors applicable for 2023 is as follows:

Struktur Remunerasi Dewan Komisaris dan Direksi

Berdasarkan prosedur dan indikator penetapan remunerasi yang diuraikan sebelumnya, struktur remunerasi Dewan Komisaris dan Direksi yang berlaku untuk tahun 2023 adalah sebagai berikut:

Remuneration Structure of the Board of Commissioners and Board of Directors

Based on the procedures and indicators for determining remuneration described previously, the remuneration structure of the Board of Commissioners and Directors applicable for 2023 is as follows:

Struktur Remunerasi Dewan Komisaris dan Direksi

Remuneration Structure of the Board of Commissioners and Board of Directors

Jenis Penghasilan Income Type	Keputusan Decision		Keterangan Information
	Dewan Komisaris Board of Commissioners	Direksi Directors	
Honorarium/Gaji / Honorarium/Salary	Honorarium Komisaris Utama: 45% dari Direktur Utama Anggota Dewan Komisaris: Honorarium Komisaris Utama: 45% dari Direktur Utama Anggota Dewan Komisaris: 90% dari Komisaris Utama / <i>President Commissioner Honorarium: 45% of the President Director Members of the Board of Commissioners: 90% of the President Commissioner</i>	- Gaji Direktur Utama: 100% dari gaji Direktur Utama / <i>President Director's salary: 100% of the President Director's salary</i> - Anggota Direksi lainnya 85% dari gaji Direktur Utama. / <i>Other members of the Board of Directors are 85% of the President Director's salary.</i>	Sesuai SR-4/Wk.MBU.11/07/2023 Tanggal 24 Juli 2023. / <i>In accordance with SR-4/Wk.MBU.11/07/2023 dated 24 July 2023.</i>
Tunjangan / Allowance			
Tunjangan Hari Raya Keagamaan / Religious holiday allowance	1 (satu) kali honorarium / 1 (one) time honorarium	1 (satu) kali gaji / 1 (one) time salary	Sesuai PER-3/MBU/03/2023 / <i>In accordance with PER-3/MBU/03/2023</i>
Asuransi Purna Jabatan / <i>Post-Service Insurance</i>	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun / <i>The premium borne by the company is 25% of salary in 1 year</i>	Premi yang ditanggung oleh perusahaan sebesar 25% dari gaji dalam 1 tahun / <i>The premium borne by the company is 25% of salary in 1 year</i>	Sesuai PER-3/MBU/03/2023 / <i>In accordance with PER-3/MBU/03/2023</i>
Tunjangan perumahan / Housing allowance	-	Tunjangan perumahan diberikan secara bulanan / <i>Housing allowances are given on a monthly basis</i>	Sesuai PER-3/MBU/03/2023 Apabila Direksi BUMN masih mendapatkan fasilitas rumah dinas, maka tetap dapat menggunakan fasilitas tersebut paling lambat tanggal 31 Desember 2023 / <i>In accordance with PER-3/MBU/03/2023, if BUMN Directors still have official housing facilities, they can still use these facilities no later than 31 December 2023</i>
Tunjangan Transportasi / Transportation Allowance	20% dari honorarium per bulan / <i>20% of honorarium per month</i>	-	Sesuai PER-3/MBU/03/2023 / <i>In accordance with PER-3/MBU/03/2023</i>
Fasilitas / Facility			
Fasilitas Kendaraan / <i>Vehicle Facilities</i>	-	1 (satu) unit beserta biaya pemeliharaan dan biaya operasional, dengan memperhatikan kondisi keuangan perusahaan. / <i>1 (one) unit along with maintenance costs and operational costs, taking into account the company's financial condition.</i>	Spesifikasi dan jenis kendaraan diatur oleh Dewan Komisaris dengan batas maksimal 3.500 cc. Untuk kendaraan berbahan bakar minyak atau batas maksimal 100 kWh untuk kendaraan bermotor listrik berbasis baterai (<i>battery electric vehicle</i>) / <i>Vehicle specifications and types are regulated by the Board of Commissioners with a maximum limit of 3,500 cc. For oil-fueled vehicles or a maximum limit of 100 kWh for battery electric vehicles</i>



Jenis Penghasilan Income Type	Keputusan Decision		Keterangan Information
	Dewan Komisaris Board of Commissioners	Direksi Directors	
Fasilitas Kesehatan / Medical facility	Dalam bentuk asuransi Kesehatan atau penggantian biaya pengobatan (at cost) / In the form of Health insurance or reimbursement of medical expenses (at cost)	Dalam bentuk asuransi Kesehatan atau penggantian biaya pengobatan (at cost) / In the form of health insurance or reimbursement of medical expenses (at cost)	Sesuai PER-3/MBU/03/2023 / In accordance with PER-3/MBU/03/2023
Fasilitas Bantuan Hukum / Legal Aid Facility	Sebesar pemakaian (at cost) / Amount used (at cost)	Sebesar pemakaian (at cost) / Amount used (at cost)	Sesuai PER-3/MBU/03/2023 / In accordance with PER-3/MBU/03/2023
Tantiem/Insentif Kinerja / Tantiem/ Performance Incentive	Pemberian Tantiem/IK diberikan secara proporsional berdasarkan capaian kinerja pada tahun yang bersangkutan serta mempertimbangkan capaian kontribusi dividen kepada Negara atau indikator lainnya yang ditetapkan oleh RUPS/ Menteri dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun yang bersangkutan. / Provision of of Tantiem/IK is given proportionally based on the achievement of performance in the year concerned and taking into account the achievement of dividend contributions to the State or other indicators determined by the GMS/Minister in the Company's Work Plan and Budget (RKAP) for the year concerned.	Pemberian Tantiem/IK diberikan secara proporsional berdasarkan capaian kinerja pada tahun yang bersangkutan serta mempertimbangkan capaian kontribusi dividen kepada Negara atau indikator lainnya yang ditetapkan oleh RUPS/ Menteri dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun yang bersangkutan. / Provision of of Tantiem/ IK is given proportionally based on the achievement of performance in the year concerned and taking into account the achievement of dividend contributions to the State or other indicators determined by the GMS/Minister in the Company's Work Plan and Budget (RKAP) for the year concerned.	Sesuai PER-3/MBU/03/2023 / In accordance with PER-3/MBU/03/2023

Adapun, besaran remunerasi masing-masing anggota Dewan Komisaris dan anggota Direksi untuk tahun 2023 adalah sebagai berikut

Meanwhile, the amount of remuneration for each member of the Board of Commissioners and members of the Board of Directors for 2023 is as follows.

Besaran Remunerasi Dewan Komisaris Tahun 2023

Amount of Remuneration for the Board of Commissioners in 2023

Besaran Remunerasi Direksi Tahun 2023

Amount of Remuneration for Directors in 2023

Jenis Remunerasi dan Fasilitas Types of Remuneration and Facilities	Jumlah Diterima Amount Received			
	Dewan Komisaris Board of Commissioners		Direksi Directors	
	Jumlah Orang Number of people	Nilai Mark	Jumlah Orang Number of people	Nilai Mark
Honorarium/Gaji / Honorarium/Gaji	Dewan Komisaris (termasuk yang sudah berhenti pada tahun 2023) / Board of Commissioners (including those who retired in 2023)	12.509.100.000	Direksi (termasuk yang sudah berhenti pada tahun 2023) / Directors (including those who retired in 2023)	24.185.250.000
Tantiem	Dewan Komisaris (termasuk yang sudah berhenti pada tahun 2023) / Board of Commissioners (including those who retired in 2023)	15.893.169.529	Direksi (termasuk yang sudah berhenti pada tahun 2023) / Directors (including those who retired in 2023)	36.766.830.471

Jenis Remunerasi dan Fasilitas <i>Types of Remuneration and Facilities</i>	Jumlah Diterima <i>Amount Received</i>			
	Dewan Komisaris <i>Board of Commissioners</i>		Direksi <i>Directors</i>	
	Jumlah Orang <i>Number of people</i>	Nilai <i>Mark</i>	Jumlah Orang <i>Number of people</i>	Nilai <i>Mark</i>
Tunjangan / Allowance				
Tunjangan Hari Raya Keagamaan / Religious Holiday Allowance	Dewan Komisaris (termasuk yang sudah berhenti pada tahun 2023) / Board of Commissioners (including those who retired in 2023)	996.300.00	Direksi (termasuk yang sudah berhenti pada tahun 2023) / Directors (including those who retired in 2023)	1.876.500.000

Pada laporan ini, KAI tidak mengungkapkan rasio kompensasi total tahunan bagi individu dengan bayaran tertinggi di organisasi terhadap median (nilai tengah) total kompensasi tahunan untuk semua karyawan (tidak termasuk individu dengan bayaran tertinggi). [GRI 2-21]

In this report, KAI does not disclose the ratio of the total annual compensation for the highest-paid individual in the organization to the median (midpoint) total annual compensation for all employees (excluding the highest-paid individual). [GRI 2-21]

KOMITE DI BAWAH DEWAN KOMISARIS

COMMITTEES UNDER THE BOARD OF COMMISSIONERS

Dalam melaksanakan fungsinya sebagai organ pengawas dan pemberi nasihat Perseroan, Dewan Komisaris didukung oleh sejumlah komite yaitu Komite Audit, Komite Nominasi dan Remunerasi, serta Komite Pemantau Manajemen Risiko. Masing-masing komite telah dibentuk dan difungsikan sesuai peraturan perundang-undangan dan standar penerapan GCG yang berlaku, mencakup ketentuan di dalam Peraturan Menteri Negara BUMN No. PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara.

In carrying out its function as the Company's supervisory and advisory organ, the Board of Commissioners is supported by a number of committees, namely the Audit Committee, Nomination and Remuneration Committee, and Risk Management Monitoring Committee. Each committee has been established and functions in accordance with the prevailing laws and regulations and GCG implementation standards, including the provisions in the Regulation of the Minister of State-Owned Enterprises No. PER-12/MBU/2012 on Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises.

KOMITE AUDIT

Komite Audit merupakan organ pendukung Dewan Komisaris yang membantu Dewan Komisaris dalam menilai kecukupan sistem pengendalian internal, kecukupan pelaporan, dan pengungkapan laporan keuangan, serta tugas-tugas lain yang tercantum dalam Piagam Komite Audit. Pembentukan Komite Audit merupakan bagian yang tidak terpisahkan dari upaya Perseroan untuk memastikan efektivitas sistem pengendalian intern serta pelaksanaan prinsip tata kelola perusahaan yang baik.

Piagam Komite Audit

Komite Audit memiliki Piagam Komite yang mengatur organisasi, keanggotaan, pedoman perilaku, fungsi, tugas, kewenangan dan tanggung jawab, serta mekanisme kerja komite. Piagam Komite Audit pertama kali diterbitkan berdasarkan Keputusan Dewan Komisaris Nomor 01/KA/DEKOM/KAI/I/2013 tanggal 1 Januari 2013 tentang Pedoman Kerja Komite Audit (*Audit Committee Charter*). Pada tahun 2017, Piagam Komite Audit telah diperbaharui dengan Piagam Komite Audit (*Audit Committee Charter*) Nomor: 01/KA/X/2017 tanggal 11 Oktober 2017.

AUDIT COMMITTEE

The Audit Committee is a supporting organ of the Board of Commissioners that assists the Board of Commissioners in assessing the adequacy of the internal control system, adequacy of reporting, and disclosure of financial statements, as well as other duties listed in the Audit Committee Charter. The establishment of the Audit Committee is an integral part of the Company's efforts to ensure the effectiveness of the internal control system and the implementation of good corporate governance principles.

Audit Committee Charter

The Audit Committee has a Committee Charter that regulates the organization, membership, code of conduct, functions, duties, authorities and responsibilities, as well as the working mechanism of the committee. The Audit Committee Charter was first issued based on the Decision of the Board of Commissioners Number 01/KA/DEKOM/KAI/I/2013 dated January 1, 2013 concerning the Audit Committee Charter. In 2017, the Audit Committee Charter was updated with Audit Committee Charter Number: 01/KA/X/2017 dated October 11, 2017.